

CAUT

Canadian Association of University Teachers

Bulletin

ACPU

L'Association canadienne des professeurs d'université

February 1978

février 1978

Volume 25, Number 7

tome 25, numéro 7

No room for RCMP spying on campus, say universities

by I. Cinman

More than a dozen Canadian universities have come out against RCMP and Armed Forces' general surveillance and electronic eavesdropping on faculty and students, insisting that no such abuses have occurred with the knowledge of university administrations. Many more are expected to make similar views public in the near future.

A great number say that if any such incident were to arise in the future, university officials or faculty should only become involved if government legislation or a court order compels them to do so.

The universities' reply comes in answer to a letter from the Canadian Association of University Teachers asking universities to comment on the fact that the RCMP and the Armed Forces have engaged in electronic surveillance of students and faculty at certain Canadian universities. The CAUT also asked universities to assure Canadians and the academic community that surveillance practices have not been condoned by university administrative bodies. All who replied stated that no such practices had been condoned or that they were investigating the matter.

Defence Minister Barney Danson initially confirmed allegations carried by the press last November that a combined Canadian Forces and RCMP intelligence unit bugged the student assembly room in the University of Ottawa administration building in 1970, gaining access over a period of several days to the conversations of anyone who used the room. The room was used mainly by political science and social science students and faculty. Mr. Danson also said that the University of Toronto was the scene of a bugging operation.

He also stated that he was opposed to such practices and that they would not happen again.

The Minister subsequently denied that these specific events had taken place involving armed forces personnel, although the Department admitted to the CAUT that military officers taking courses at universities were instructed at the time to engage in general surveillance of a non-electronic kind.

The CAUT is seeking clarification from the federal government concerning the role of the RCMP and the Armed Forces security division on university campuses as a consequence of these revelations. In addition, the CAUT plans to make a submission to the MacDonald Commission concerning the activities of the RCMP.

In its communications, the CAUT is asking the federal government to ensure that Canada's security forces conduct themselves according to the understanding reached between the CAUT and the government of Lester Pearson.

The 1963 agreement says that the CAUT acknowledges the right of the RCMP to conduct criminal investigation of any individual accused or suspected of a specific crime on or off campus. At that time the government indicated that it would ensure that the security forces would not undertake general surveillance or electronic eavesdropping at universities.

In 1967, the CAUT made its position known again, this time to the Royal Commission on Security, where in addition to objecting to surveillance and electronic eavesdropping it recommended that there be a quasi-judicial review mechanism so that those accused of security violations would be justly treated, but without endangering national security.

In the last few years the CAUT has made a number of representations to the government concerning the standards and procedures used by the RCMP in security screenings and general operations.

In pursuing its objective of getting the government to spell out the rules which govern RCMP activities, the CAUT says that the agency should only investigate specific complaints of illegal activities on campus, in the same manner as the police would pursue any other criminal charge.

The CAUT, has always opposed general, continuous or permanent surveillance of faculty and students on university campuses, the use of electronic or other mechanical listening devices and the use of undercover paid informers on campus.

In its submission to the MacDonald Commission, the CAUT will point out, among other things, that certain alleged and some acknowledged past RCMP activities on campus represent an infringement on civil rights, invasion of privacy and a clear threat to the academic freedom of faculty and students. CAUT's view is that universities should have the freedom to experiment, to conduct research and to speculate freely, particularly when the results of that research and experimentation indicate that the opinions or the practices of those in authority are inaccurate or based on premises that do not accord with all the facts.

Of universities which replied to the CAUT circular, University of Waterloo

said that "it has not and does not condone, directly or indirectly, general surveillance practices or electronic eavesdropping on campus by the security forces."

The University of Toronto, in consultation with the campus security department, said that no electronic surveillance or eavesdropping occurred with the knowledge of university authorities. Nor did any of the university's governing bodies authorize the RCMP or the Armed Forces to carry out surveillance on faculty or students.

Replies were received from Mount Allison University, Wilfrid Laurier University, Dalhousie University, Queen's University, the University of Western Ontario, the University of Saskatchewan, the University of British Columbia, McMaster University, Brock University, which assured the CAUT that it did not condone nor would it permit such activity on its campus, the University of Waterloo, the University of Calgary, whose policy on security and confidentiality of records hinges on guarding the privacy of its faculty and students, the University of Victoria and McGill University, whose President assured the CAUT that McGill administration did not approve any RCMP surveillance activities on campus. McGill urged its faculty and students not to assist the security forces in surveillance and eavesdropping, "unless

a court order has been issued." The University of Montreal and the University of Quebec are currently investigating whether the federal or other security forces have been active in that campus.

Revelations that Canada's security apparatus has been conducting operations on this country's campuses are not new, but they have become of more immediate concern owing to the testimony before the Keable Commission in Montreal on RCMP illegal activities.

Similarly, the recent introduction and application of the U.S. Freedom of Information Act revealed that the CIA has been secretly funding university research centers and has been involved with several academic journals or international academic conferences. In response to these revelations, Harvard University passed a set of firm rules for faculty and administration conduct when dealing with security services.

In Great Britain, a Labour MP claimed recently that Special Branch officers or their informants are collecting information on political activities of students in every university in Britain. The allegations followed an incident at a Scottish university where a student was offered tax-free payments by a Special Branch officer to report on student political activities.

Canada's R and D Effort May Suffer Setback

The Federal government may be about to retreat from its recent commitment to recognize the critically important role scientific research and development play in Canada's economy, says the Canadian Association of University Teachers.

In a letter addressed to the Hon. Judd Buchanan, Minister of State for Science and Technology earlier this year, the 23,000-member organization said it has learned that Ottawa is seriously considering no more than a five to six per cent increase in the 1978-79 budgets of the Medical Research Council (MRC), the Natural Sciences and Engineering Research Council (NSERC) and the Social Sciences and Humanities Research Council (SSHRC).

This possible retrenchment would follow a decision made for this year to increase the budgets of the three granting councils by 11½ to 13 per

cent.

This current figure, while admittedly inadequate to fully eliminate the effects of previous decreases in the real dollar value, was nevertheless welcomed by the research community, who saw the gesture as a reversal of the government's previous funding policy of deliberately allowing university research to be eroded by inflation.

The rumoured increase which would not compensate for the level of

Cont'd on p. 4

In this issue:
1977 CAUT Income
Tax Guide
Dans cette édition:
*Le guide de l'impôt
sur revenu 1977*

Letters Lettres

Faculty status for librarians: equal contribution, equal status

Sir,
Ashley Thomson's attempt in the December Bulletin "to clarify" his earlier communication of the exaltation of the Laurentian University librarians to faculty status fails by his own words, for he writes, "the solution to the problem is by no means clear." Perhaps someone else ought to have a go at it.

What is the problem that so bothers Thomson? As I understand it, Thomson cannot fully enjoy his elevation to faculty status for he is still compelled to work thirty-four hours a week and eleven months a year as a librarian. This galls him since he believes that the traditional faculty member works but six or nine hours a week and eight months a year teaching. With so few hours a week and few months a year the professor has an edge over Thomson with respect to the amount of time for research, the only criterion for promotion mentioned by Thomson.

But this is a problem Thomson has invented. To possess faculty status, that is, to have sabbaticals, to have one's work explicitly come under the principle of academic freedom, and so forth, is a means to facilitate the work of librarians, not a justification for getting rid of that work. Faculty status for librarians cannot be a warrant for ceasing their distinctive and frequently indispensable contributions to the university. Faculty status cannot be a warrant to reduce the length of their work week and work year in a mis-

conceived emulation of the university professor in order to get time for research.

The promotion of librarians will come, as it has and does elsewhere, by virtue of their work as librarians and not by becoming a freakish version of professors. And in carrying out their work, conscientious and industrious and competent librarians will of a necessity think about their work, study it, experiment, innovate, research it, and write about it. This is what university librarians have done in the past and do now, faculty status or not, on library time or on their own, no matter the length of the work week and year. But then, this kind of dedication, obsession with one's vocation if you will, marks the conscientious and industrious and competent professors as well.

It is only by gazing at the very few idlers among the latter that Thomson could have so fascinated himself with the mythical six to nine hour work week and the eight month school year that his conception of the professor is so much like that of the philistines of the town. I am certain that librarians want to take their places along side of the main body of the university's faculty rather than its most inadequate representatives.

Abraham N. Barnett
*Department of Sociology and
Anthropology,
Laurentian University*

Faculty ranks superfluous.

Sir,
Universities and faculty associations have long had as a consistent objective the creation within their midst a community of scholars, a community that did not seek to emphasize differences of status between disciplines, nor differences between one faculty member and another. After all, nearly every faculty member teaches, sits on committees and performs research in one form or another.

If indeed this is the case, the division of faculty into ranks seems somewhat without purpose. Recogni-

tion of academic merit is granted by tenure, seniority and years of experience are generally reflected in salary. Further distinction would appear unnecessary.

Redolent of military terminology, ranks seem neither to reflect a faculty member's workload, nor necessarily his contribution to the University as a whole. Ranks could be, in effect, superfluous.

Jonas Lehrman
*Faculty of Architecture
University of Manitoba*

CAUT Bulletin ACPU

Editor: I. Cinman

Published by the Canadian Association of University Teachers, 75 Albert St. Suite 1001, Ottawa, Ontario, K1P 5E7, Canada. Donald C. Savage, Executive Secretary.

© Copyright: Canadian Association of University Teachers.

Articles may not be reprinted except with permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor. The editor can not accept responsibility for items which are lost or damaged in the mail.

All signed articles express the views of the author. CAUT guidelines and policy statements are labelled as such.

The CAUT Bulletin is issued six times during the academic year: Sept. 1 Oct. 1; Dec 1; Feb 1, April 1; May 1.

Closing dates for receipt of advertising: display advertising 20 working days prior to publication date: classified advertising: 15 working days prior to publication date. Cost for classified advertising: \$1.50 per line.

Prices for display advertising supplied on request.

Subscription: \$12.00 per year. Out-of-Canada; \$16.00 per year.

Classified advertising received after the closing date will be, whenever possible, included in a late column. No cancellations will be accepted after closing date. All verbal instructions regarding insertion of advertising must be confirmed in writing.

The publisher reserves the right to make the necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

Improvements in Professional Librarians' Position at the University of Manitoba in the Latest Collective Agreement.

The third Collective Agreement between the University of Manitoba Faculty Association and the Board of Governors was ratified by both parties in late November and is effective from 1st April 1977 to 31st March 1979. It contains several significant improvements over the second Agreement in clauses relating to professional librarians.

All three Agreements have contained a separate Article relating to librarians. It was the aim of the Association this year to begin a process of integrating clauses from the Article into the rest of the Agreement so that the Article itself would become vestigial. This aim is in keeping with the Association's policy of improving the status of librarians.

In the last round of negotiations the clauses on Study Leaves and on Hiring in the Librarians' Article have been deleted, and Study Leaves and Hiring are now covered in the Research Leave (Sabbaticals) and Hiring Articles. Specifically, this change will

have the effect of improving hiring procedures for librarians. In the case of sabbaticals the change has resulted in two material improvements: librarians will now be eligible for a twelve-month sabbatical after six years (eight years previously), at eighty per cent of annual salary (previously seventy per cent).

In the Librarians' Article itself provision has now been made for the possibility of one or more one-year term post-retirement appointments. This provision has existed for faculty members in the Tenure Article.

The one major area where agreement was not reached was in promotions. The librarians at Manitoba remain without a policy on procedures for promotion. A joint committee of the two parties to the Agreement has been struck to study the situation and for this (and other) reasons the Librarians' Article can be reopened half way through the term of the new Agreement on 31st March 1978.

Senate representation for U.B.C. librarians

At the November meeting of the U.B.C. Senate, a motion was approved to allow full-time professional librarians to elect a member to the Senate. The proposal for representation was made by the U.B.C. Librarians' Association. Only those professional librarians who have been employed by U.B.C. for four months or more will be eligible as candidates and to vote in the election.

The Librarians' Association also asked the Senate to designate professional librarians as "equivalent to faculty members" under the Universities' Act. However, this proposal was not supported by the Committee on Implementation of the Universities' Act in spite of the "very important academic function of professional librarians at the university."

Western Faculty Associations Meet

Faculty association representatives from Manitoba, Saskatchewan, Alberta and B.C. gathered in Vancouver, November 17-18, to attend the 1977-78 western regional meeting. The meeting is held annually each fall and this year was hosted by the Simon Fraser University Faculty Association. Also attending were Professor Gordon Jones (Memorial), CAUT President, Professor Ron Bercov (Alberta), CAUT Vice-president, as well as Dr. Ron Levesque, CAUT Research Officer and Mr. Ted Bartley, CAUT Collective Bargaining Officer.

One of the major areas of the agenda for this year's meeting was a discussion of bargaining objectives for local associations. Among the subjects considered were financial exigency and redundancy, academic freedom, copyright and patents, protection of tenured status, right of access to personnel files, arbitration procedures and also, consulting or supplementary income. Guidelines in these and other important areas of working relationships in universities are being prepared by the CAUT to assist both certified and uncertified associations in bargaining with their administrations.

Another significant part of the agenda dealt with recent legislation by the governments of Alberta and B.C. and the impact of this legislation on university and college teachers. The discussion included reference to Alberta's Bill 41 and B.C.'s Bill 91 both of which removed collective bargaining rights for university faculty under respective labour relations legislation. Several alternatives to the status quo were explored by participants and these included changes to either the Universities' Act or the labour relations legislation to provide special bargaining procedures. In conjunction with the discussion of the effects of recent legislation, the meeting considered problems and implications of bargaining outside labour relations legislation. Of particular concern was the legal protection available under common law and how best to provide such protection for all faculty members.

Other agenda items considered by participants included current developments on each campus in regard to the status of women and implications of the decision by the CAUT Board to close the CAUT regional offices. Next year, the western regional meeting will be held in Regina. R.L.

NOTICE

Information on CAUT Sabbatical Flights is available directly from:

Finlay Travel Ltd.
Toronto Dominion Bank Tower
P.O. Box 83
Toronto, Ontario M5K 1G8

The full flight programme, including departure and return dates and prices was published in the October issue of the CAUT Bulletin.

Royal commission says shut down college, better education facilities available in U.S.

Future of Algoma Assured For At Least Five Years

by I. Cinman

Algoma University College received a new lease on life last month when Ontario Minister of Colleges and Universities, Dr. Harry Parrott, promised the institution \$100,000 a year in grants for the next five years.

The money is to come from the Province's Ministry of Northern Affairs, while the Ministry of Colleges and Universities will continue to provide normal operating grants to the College.

The College, which provides primarily liberal arts post-secondary level instruction to the residents of Sault Ste. Marie, was to have been closed if the Ontario government had acted on the major recommendation of a Royal Commission. The Commission was set up by the province to investigate the College's performance and determine its options for the future when the effectiveness of the institution's administration was questioned two years ago. It is now evident that, the Cabinet ruled against the Commission's recommendation to cease funding Algoma at the end of this academic year.

The Commissioner, John Whiteside, a law professor at the University of Windsor, urged last December that the College be shut down immediately and that its educational services be replaced by university-level instruction offered by the Lake Superior

State College, a Michigan-based institution.

The Whiteside report foresaw the College's eventual demise because of stiff competition from other post-secondary institutions in the area, low enrolment and scarce finances. Prof. Whiteside urged immediate closure, perhaps not wishing to prolong what he thought to be the agony of slow redundancy.

But the Algoma University Faculty Association and the College administration did not see their institution's plight in quite the same light as did Prof. Whiteside.

At the height of the situation, before Mr. Parrott's eleventh-hour intervention which yanked the College from the brink of dissolution, Algoma faculty members accused Whiteside of looking at Algoma's troubles in a "negative" light. The Commission report suggests, they said, that among other things, Algoma is redundant by virtue of its proximity to an American college. According to the report, the Michigan school has better resources and offers wider programmes.

This assumption reflects an alarmingly casual attitude towards the importance of Canadian content and control in the future of post-secondary education in Ontario, the faculty said. It also exhibits a lack of understanding of the problems involved in delivering

higher education to a scattered population in Northern Ontario.

The CAUT Executive Secretary, Dr. Donald Savage, who along with OCUFA Executive Chairman, Prof. Paul Cassano, was at Algoma to consult with faculty and administration on possible measures to be taken after the Commission's findings were released, said that the report is extraordinary, "in that an Ontario Royal Commission has recommended that an American university deliver higher education services to Ontario."

Dr. Savage found it equally extraordinary that the Commission should find the idea that Ontario should be responsible for the education of all its citizens "nebulous" particularly given the sharp focus on Canadianization of universities which has been given by the Ontario Ministry of Colleges and Universities and by the Ontario Legislature in recent years.

The faculty association accused the Commission of moving with more than necessary alacrity when it accepted the September 1977 enrolment figures as indicative of the College's failure to improve recruitment. In so doing, the Commission ignored its own earlier position that a valid indication of enrolment could not be determined before September 1978. In fact, the faculty association said in rebuttal to the

Commission charges, enrolment did not decline in 1977-78, but remained constant at the time when other institutions throughout Ontario experienced a drop in the number of students.

There are some 200 full-time and approximately 1,100 part-time students registered at the College, and 31 faculty members.

The Whiteside report said that by 1980 "there will be no more than 450 students in the entire Algoma district who will enter university", with only 20 per cent of these opting for the general bachelor of arts programmes.

But Algoma faculty and administration pointed to the expansion of the College's business and commerce courses (a 54 per cent increase in first-year enrolment this year), the established Canadian Studies Programme (taught without extra cost to the College), and plans to offer selected honours courses and cooperative teaching programmes with OISE, Waterloo and Laurentian universities as a sign that the College was active in seeking more students and offering the community valuable educational service.

In addition, the College pointed to the Interdisciplinary Science programme, which the Commission

Cont'd on p. 19

Université d'Ottawa

Institut de langues vivantes

L'Université d'Ottawa est à la recherche d'un candidat au poste de directeur de l'Institut de langues vivantes. Les candidats doivent être titulaires d'un doctorat dans un domaine pertinent à l'enseignement de la langue seconde et avoir une solide connaissance de la didactique des langues, de la recherche et de la formation des professeurs de langues car le poste implique du leadership dans ces domaines tout autant que la responsabilité de l'Institut. Les candidats doivent être à l'aise en anglais et en français. Le rang académique dépendra des qualifications. Le poste devra avoir été comblé le 1er juillet 1978 au plus tard. Le concours se terminera lorsqu'un candidat aura été choisi. S.V.P. faire parvenir votre candidature à:

Marcel Hamelin, doyen
Faculté des Arts
Université d'Ottawa
165, rue Waller
Ottawa, Ontario K1N 6N5

UNIVERSITÉ DE MONTRÉAL

Département d'études anciennes et modernes

PROFESSEUR DE RUSSE

DOMAINE PRIVILÉGIÉS

Littérature russe du XXe siècle et littérature soviétique.

EXIGENCES

Doctorat et publications. Bonne connaissance du français. Expérience d'au moins 3 ans dans l'enseignement de la langue russe. Aptitude à donner en russe les cours de littérature.

TRAITEMENT

Conformément aux normes de la convention collective en vigueur et selon la compétence et l'expérience du candidat.

DATE D'ENTRÉE EN FONCTION

1er juin 1978

DATE DE CLÔTURE DES CANDIDATURES

15 mars 1978.

Les personnes intéressées sont priées d'adresser leur candidature, accompagnée de leur curriculum vitae et de la liste de leurs publications à:

M.W. Krysinski
Département d'études anciennes et modernes
Université de Montréal
C.P. 6128, Succursale A
Montréal (Québec) Canada
H3C 3J7

Atlantic Report

Association of Atlantic Universities

Effective 1 February 1978, Mrs. Anne MacKinnon has been appointed Acting Executive Director of the Association of Atlantic Universities — replacing Mr. Jeffrey Holmes who will be joining Statistics Canada in Ottawa. Representative of university administrations, the AAU was established in 1964 to promote liaison among the Atlantic universities for the rationalization of programmes and services, and since 1971, when the three governments established the Maritime Provinces Higher Education Commission, has been the official body through which the views of university administrations have been transmitted. The current President of the AAU is the Rev. Malcolm MacDonell (President of St. Francis Xavier University).

University of New Brunswick

The Association of the University of New Brunswick Teachers filed an application for certification before the New Brunswick Industrial Relations Board January 12. The certification move follows a request for voluntary recognition last Spring which was denied by the University. The denial sparked a certification campaign on campus, which began last October and after approximately three months netted 64 per cent of all full-time faculty members, librarians and instructors (363 out of 570 eligible members) on the Fredericton and Saint John campuses of the University.

One day before the AUNBT filed its certification claim, the University of New Brunswick Law Faculty Association also applied to the NBIRB to represent the 13 people teaching at the Faculty of Law. Shortly after, on January 16, the Engineering and Forestry Faculty Association filed an application for certification on behalf of its 103 members, claiming that this unit had historically little actual contact with the remainder of the faculty, but enjoyed closer contact with engineering and forestry professional associations.

The BNIRB is expected to consolidate the three hearings, which will deal with the question of professional community of interest on campus, when it examines all three applications February 15.

University of Moncton

The Faculty and Librarians' Union at the University of Moncton signed its first collective agreement last November. At the moment, nine faculty committees are at work on various aspects of the contract which have not been completed due to lack of information. The committees are expected to report their findings on matters relating to reform of university statutes, reconstruction of the professors' manual, salaries, promotion and tenure and faculty representation on the Senate, towards the end of this academic year. It is expected that these items will be included in the collective agreement.

In addition, a workshop on contract administration is scheduled later this month. One in a series of contract administration seminars organized by the CAUT for the benefit of certified locals, this meeting will touch on items such as grievance and arbitration, the role of grievance officers, defining a grievance (substantive vs. procedural), the role of a grievance committee, negotiation and settlement of grievances, fair representation, the individual's right to arbitrate, costs, arbitral jurisprudence, etc. A similar seminar was held at Acadia University February 4.

St. Thomas University

At press-time, the St. Thomas University Faculty Association was expected to ratify a new collective agreement for the 1977-78 academic year. This will be the second contract for the association, and it comes after more than seven months of negotiation. Agreement between the two negotiating teams was reached on most items in mid-January. According to faculty sources, negotiations on salaries were most important this time round, since the cost of living has risen so much in the last year. The faculty called for a five per cent career progress increase and an eight per cent cost-of-living raise. The final settlement was for five per cent career progress, based on the new assistant professor floor (\$15,750) and a five per cent cost-of-living increase, based on salary floors for each rank. The total salary package increase averages out as 7.7 per cent. I.C.

LATE ADS Cont'd

three referees to: Dr. J. H. Burry, Head, Mathematics, Statistics and Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X7. Deadline for applications: 31 March, 1978.

UNIVERSITY OF LETHBRIDGE. Department of Native American Studies. Position: Assistant Professor, Native American Studies Department (Native American Art). Term: Probationary Appointment. Salary Range: \$18,197 to \$23,293 (1977-78 Schedule). Background and Qualifications: - Experience in working with Indian people - Awareness of Indian culture - Knowledge of Indian art and art history Master's degree in Fine Arts. Deadline for Receipt of Applications: March 31, 1978. Apply to: Dr. L. Little Bear, Chairman, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada. T1K 3M4.

UNIVERSITY OF TORONTO. Department of Paediatrics. 1) Department of Paediatrics. Division of Paediatric Pharmacology. 2) Assistant or Associate Professor - Department of Paediatrics and Director of Division of Paediatric Pharmacology. 3) M.D. - well trained paediatric clinician with good record of research accomplishments. 4) Research, teaching and administrative responsibilities. 5) Commensurate with qualifications and experience. 6) Dr. D. Carver, Professor and Chairman, Department of Paediatrics, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8. 7) July 1, 1978. 8) April 1, 1978.

THE UNIVERSITY OF ALBERTA. Department of Physical Therapy. Applications are invited for the position of sessional lecturer for the period 1 September, 1978 - 31 March 1979 from physical therapists with an interest and experience in the treatment of patients with rheumatic and vascular disorders. Masters degree or previous clinical teaching experience preferred. Salary commensurate with qualifications and experience. Excellent facilities for basic and clinical research. Curriculum vitae and the names of three referees should be sent before 15th April 1978 to: B. Pickles, Chairman, Department of Physical Therapy, University of Alberta, Edmonton, Alberta. T6G 2G4.

BROCK UNIVERSITY. Department of Politics. Applications are invited for the position of Sessional Lecturer in Public Administration. Qualifications are Ph.D. or ABD plus some teaching experience. Eight month appointment, beginning September

1, 1978. Possibility of teaching Public Administration course in summer session of 1978 or 1979 for additional stipend. Salary competitive. Closing date: when position is filled. Send application with curriculum vitae and names of three referees to: Chairman, Search Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1.

UNIVERSITY OF GUELPH. Department of Zoology. 1. Research Associate. 2. Ph.D. with specialization in Physiology of Temperature Regulation in Birds with expertise in stereo-taxic techniques and biochemical assay methods of monoamines in brain and blood. 3. Studies on the role of neurotransmitters in temperature regulation. 4. At \$1,000 per month for a period of 6 to 12 months. 5. Professor J.C. George, Department of Zoology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. 6. May 15, 1978. 7. March 15, 1978.

CONGRESS ON ROUSSEAU. The Department of Philosophy of Trent University announces an International Congress on the Philosophy of Jean-Jacques Rousseau, to be held at Trent from June 22 to June 25, 1978. Several distinguished Rousseau scholars from Europe, Britain, U.S.A. and Canada have been invited to read papers. All papers will be available in both French and English. Anyone wishing to submit papers, about 3000 words in length, should do so by March 1978. Please send enquiries and submissions to: The Organizing Committee, Rousseau Bicentennial Congress, Champlain College, Trent University, Peterborough, Ontario, Canada K9J 7B8.

UNIVERSITY OF VICTORIA. School of Public Administration. Over the next three years, the School of Public Administration will make several appointments, which may be at any academic rank. Candidates selected will have a strong theoretical or analytical background in a substantive academic discipline, coupled with practical experience in public administration or policy analysis. A serious interest in teaching, both in the regular academic program and in diploma level or "outreach" programs designed for communities remote from the University will be essential. Rank: open. Salary: to be negotiated. Date of appointment: 1 July, 1978, or later (Subject to budgetary consideration). Applications to be mailed to: K. George Pedersen, Vice President, University of Victoria.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for Assistant/Associate rank in the following areas of interest: (i) Accounting, (ii) Organizational Behaviour, (iii) Operations Management, (iv) Policy, (v) Marketing, (vi) Finance, (vii) Quantitative Methods,

(viii) Systems Analysis/Date Processing. Preference will be given to candidates with combined areas of interest. Appointment effective July 1, 1978; salary is negotiable. Qualifications required: Ph.D. Term appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program. Applications should be sent to - J.B. Waugh, Director, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6.

CARLETON UNIVERSITY. Department

R + D... from p. 1

inflation shown by the Consumer Price Index or the Implicit Price Index for Science Expenditures (a far more accurate indicator of inflation's effect on research funding) is regarded with considerable concern by the CAUT and by the research community in general. It is likely to be seen as yet another indication that government is unwilling to create a consistent and coherent federal science funding policy.

The CAUT has repeatedly called on

of Law. Two year preliminary appointment at the Assistant Professor level to teach courses primarily in the commercial law field. Candidates should be at least in the process of completing studies in law at the Master's level or possess equivalent experience in the practice of law. Send applications, including curriculum vitae and names of three referees, to K.G. McShane, Chairman, Department of Law, Carleton University, Ottawa Ontario K1S 5B6. Effective date of appointment July 1, 1978. Closing date for applications May 1, 1978.

Ottawa to reverse its nine-year policy of using inflation to run down university research funding. The Association has also called for long-term scientific policy planning.

"In view of the serious ramifications of any regression from the precedent set earlier this year, may we urge you to ensure that the research granting councils are given an increase which reflects the real cost of scientific materials. We also hope that it will be possible to arrange a fruitful dialogue between MOSST and

Cont'd on p. 5

PROFESSIONAL STAFF (CENTRAL OFFICE)

Don Savage (Executive Secretary):	Relations with Governments Association Affairs Collective Bargaining
Vic Sim (Associate Executive Secretary):	Academic Freedom and Tenure Academic Status of Librarians Association Affairs
Jill Greenwell (Professional Officer):	Relations with Governments
Ron Levesque (Research Officer):	Economic Benefits
Ted Bartley (Professional Officer):	Legal aspect of Collective Bargaining
Ida Townsend (Business Manager):	Fees Business Matters
Israel Cinman (Editor-Information Officer):	Bulletin - Editorial Bulletin - Circulation Associate Membership

COMMITTEE CHAIRMEN

Academic Freedom & Tenure	James Foulks (Pharmacology, UBC)
Collective Bargaining	Roland Penner (Law, Manitoba)
Status of Women	Norma Bowen (Psychology, Guelph)
Librarians	Cal Evans (Library, Guelph)
Teaching Effectiveness	Bruce Shore (Research & Development, McGill)
Publications	Ken Pryke (History, Windsor)
Economic Benefits	Ron Levesque (CAUT)

Amnesty International



Set them free

by Jean Sonnenfeld

Briefing on Morocco

In recent years students and teachers in Morocco have been one of the main targets of political arrests. During the latest wave of arrests in June 1977, an estimated 300 individuals were detained.

Amnesty International estimates that, in addition to approximately 200 political prisoners now serving sentences in Morocco, several hundred persons are being held secretly, either for leftwing sympathies, or for ethnic links with the former Spanish Sahara territory which is now under dispute. Dissident groups who oppose the government of King Hassan II have been subject to increasing repression in the past few years. Major trials have taken place in August 1973, August 1976 and January 1977 involving persons alleged to hold Marxist-Leninist views. Most defendants have been charged with plotting against state security, but evidence against them has invariably related to the publications they have produced and their attempts to form political organizations to disseminate their ideas.

From recent evidence it is clear that political detainees are frequently tortured during interrogation by security police, who attempt to extract confessions and the names of other alleged members of the leftwing movement.

The Moroccan judicial system falls far short of the minimum acceptable international standards. The Moroccan Penal Code's state security provisions have been used to interpret non-violent political activities as offences carrying heavy prison sentences and even the death penalty. Members of Marxist-Leninist groups and of established political parties have been tried by courts which do not conform to internationally accepted standards of impartiality. Defence lawyers have been hindered and on occasion intimidated, and defendants have been prevented from stating their cases or reporting torture.

Despite repeated appeals from Amnesty International regarding the political detainees, Morocco has not responded. Teachers and students like Abdelatif Laabi and the brothers Abdessamad and Abdelwhed Belbekir continue to remain incommunicado in secret detention centres where they are allegedly being tortured.

Amnesty International has recently published the 16-page *AI Briefing on Morocco*, available from the National Office for \$1.00 plus postage. If you are interested in the plight of your colleagues in Morocco, or want to try to help them, write to Amnesty International, Canadian Section, 2101 Algonquin Avenue, Ottawa, Ontario, K2A 1T1.

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

Director

Centre for Latin American and Caribbean Studies

YORK UNIVERSITY invites applications for Director of a Centre for Latin American and Caribbean Studies with focus on development and Canadian Latin American relations. Appointment to begin July 1, 1978. Applications due before February 15, 1978.

For job description write to Professor E. Dosman, Chairman, Search Committee, c/o Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario. M3J 1P3, Canada.

R + D... from p. 4

the academic community concerning long-range planning", says the CAUT letter.

In addition, the CAUT has informed the Prime Minister that it is concerned about the delay in implementing Bill C-26, passed last July, which sets up the new granting councils, the Natural Science and Engineering Research Council and the Social Science and Humanities Research Council. The CAUT also reminded the Prime Minister that no heads for the

two Councils and the Medical Research Council have been appointed to date, urging that these appointees should be distinguished academics and not civil servants.

The CAUT also said that delay in setting up the Councils will considerably handicap research activity, while lack of leadership will prevent the granting system from functioning smoothly. In particular the failure to proclaim the legislation and appoint directors of the three councils will seriously handicap them in the process of budget formulation.

Shell vous propose des films récréatifs et éducatifs — gratuitement.

Si vous organisez une réunion d'affaires ou une rencontre amicale, Shell peut vous aider à la rendre plus intéressante.

Nous avons tout un choix de films à la fois instructifs et récréatifs, traitant des sujets les plus divers: industrie pétrolière, protection de l'environnement, sciences, agriculture, problèmes mondiaux de santé, géographie, aviation et même sports.

Que vous enseigniez, donniez une conférence ou organisiez un dîner pour un club, nous avons probablement quelque chose pour vous.

Shell vous prêtera ces films à titre gracieux.

Pour recevoir gratuitement le catalogue des films de Shell, veuillez remplir et poster le bon ci-dessous.



La Cinémathèque Shell
C.P. 430, Station B
Montréal, Québec

Monsieur veuillez me faire parvenir le dernier catalogue des films de Shell.

NOM _____

ADRESSE _____ N. D. APP. _____

VILLE _____ PROV. _____

CODE POSTAL _____

Tell the Government How Much Your 1978 Test-tube Really Costs

by John Kucharczyk

Tightened economic circumstances sharpen wonderfully one's appreciation of the almighty buck and lend especial credibility to the old adage that "real" money comes not in \$1, \$10 and \$20 amounts but rather in "constant" and "current" dollar packages. That a high level of inflation makes "constant dollars" and "current dollars" the more meaningful expressions of all consumers' parlance is undeniable; the more salient problem for Canada's scientists is to ensure that the federal government and the public, are made aware that there is a large difference in inflation rates between scientific research-as-a-whole and the economy-as-a-whole.

This difference has grown progressively larger since 1969, resulting in a growing disadvantage for science with respect to the rest of the economy.

Canadian scientific research costs need to be assessed accurately and this is not done with price indices currently employed by Statistics Canada. Take, for example, the Consumer Price Index (CPI). Both the Ministry of State for Science and Technology (in the supplement to its brief to the Lamontagne Committee on Science Policy) and the National Research Council (in the Report of the President, 1976, p. 20), have used the CPI to deflate science expenditures. The principal objection here is that the reference group for the CPI (urban families living in Canadian urban centres exceeding 30,000, ranging in size from two to six persons, and with annual incomes in 1967 ranging from \$4,000 to \$12,000) and the "basket" of goods (food and clothing etc.) and services (haircuts and automobile repairs etc.) purchased by

this reference group, measures the increased cost-of-living for the "average Canadian family" and not the increase in the costs of doing scientific research in this country.

The Implicit Price Index of the Gross National Product (IPI-GNP) is another price deflator that Statistics Canada has in recent years applied — inappropriately — to current federal expenditures in science. The IPI-GNP constitutes a measure of price change for the economy-as-a-whole, implicitly weighted to reflect the relative importance of each expenditure category in the Gross National Expenditure (there are about 300 individual expenditure categories). The major weakness of the IPI-GNP is that the overall change in prices at the national level is usually irrelevant to the particular distribution of science expenditures, especially in the present situation of high but discriminatory degrees of inflation in the different sectors of the economy.

The inappropriateness of the CPI and IPI-GNP as science deflators has lead the NRC and MRC to devise their own science cost indices. The NRC - Research Expenditures Index (NRC-RE) was developed by the National Research Council by determining the mix of their average grant expenditures (directly from grants expenditure data) followed by a determination of price increase of this mix on a year-to-year basis. Doing this provided very accurate information for about 95% of total grant expenditures; the remainder was estimated.

The NRC-RE has two components: salary and non-salary items. The CPI is used as the proxy for the salary component of grants while a composite In-

Cont'd on p. 19

Western Report

Ron Lowe (CAUT Edmonton)

Saskmedia Refuses to Negotiate

The Board of Directors of the Saskmedia Corporation has once again refused to negotiate writer and performer/educator agreements with the Saskatchewan Association of Artists and Educators. The SAAE was formed by the faculty associations at the University of Regina and the University of Saskatchewan, ACTRA and the CAUT. Saskmedia is a crown corporation charged with the production of educational programming. Although groups like the SAAE have successfully negotiated agreements with educational media in Alberta and Ontario, Saskmedia has rejected all reasonable attempts to negotiate. The SAAE has been attempting to reach an agreement with Saskmedia for more than two years. Members of the SAAE have been requested to refuse any offers made by Saskmedia until the corporation agrees to negotiate standardized working conditions and rates of pay.

Provincial Pension for Alberta Universities

The Spring session of the Alberta legislature is expected to see the introduction of a new pension plan to include all academic staff in the four Alberta universities. The proposed plan would be a considerable improvement for at least two of the Alberta universities. Ballots conducted by the faculty associations on all campuses have indicated strong support for the new pension plan. The provincial pension plan may also serve as a model for other provinces where each university makes its own pension arrangements.

ILO Protest - Alberta

Last December, the CAUT filed an official complaint with the International Labour Organization in Geneva over Bill 41, Alberta's Public Service Employee Relations Act. The CAUT complaint was filed with support from the Alberta faculty associations and charged that Bill 41 violates the spirit of ILO conventions dealing with the right to organize and bargain collectively. Similar legislation was recently passed in B.C., and an ILO complaint was also filed on behalf of the B.C. faculty associations.

LRB Rules Against McGeer

The Chairman of the B.C. Labour Relations Board has ruled that B.C.'s Education Minister, Dr. Pat McGeer, must be prepared to answer unfair labour practice charges laid by the faculty association of the former Notre Dame University. Other education officials were also charged and must appear. Dr. McGeer had claimed that the Labour Relations Board did not have jurisdiction to hear the unfair labour practice complaints because alleged "anti-union" statements were protected by parliamentary privilege. The Labour Relations Board ruled that only statements made in the legislature were protected by the Constitution Act of B.C. A further hearing will be called to determine whether there has been violation of protection afforded by the B.C. Labour Code.

Tariff Amendments Will Affect University Budgets

Bowing to pressure from Canadian producers, the Minister of Finance has directed the Tariff Board to review tariff items 69605-1 and 69610-1 under which universities and hospitals, among others, may import a wide range of articles duty free. Preliminary research by the Canadian Association of University Business Officers indicates that if Canadian manufacturers are successful in persuading the government to lift the tariff exemption, universities may be forced to pay as much as \$6 million extra in duty for equipment and supplies. CAUBO and other interested educational and research organizations will be submitting briefs advocating maintenance of the present tariff exemptions. A public hearing is scheduled to be held on April 17, 1978, in Ottawa.

The Conservatives' New Science Policy

If elected, the Conservative government will implement immediate stabilization in research funding by using an index which accurately measures the effects of inflation on research in Canada. Speaking at a recent meeting of the Canadian Physiological Society, Paul Yewchuk, PC health critic, said that over the next five years, the Conservatives will also restore research funding to 1969-70 levels. (Since 1969-70, the Liberal government has followed a deliberate policy of allowing inflation to erode the purchasing power of the research dollar.) The announcement by Yewchuk was the first indication of the Conservative party's long-awaited science policy. The NDP is the only other party to have publicly announced a policy in this area.

Mosst Lives On

Responding to a recent article in the Ottawa Citizen concerning government moves to reduce expenditures by the elimination or merger of various departments, including the Ministry of State for Science and Technology, Judd Buchanan (Minister of MOSST) assured CAUT that "absolutely no consideration is being given by the Prime Minister or any member of Cabinet to a change in the status of the Ministry."

The Future Of Canada Council

Canada Council's review of its operation over the last two decades **Twenty plus Five**, issued in December 1977, invites those interested in the future of the arts in Canada to respond to the issues raised in the discussion paper. Reassessment of the Council's mandate and policies has been occasioned by the government's reorganization of the granting council structure and the establishment of the new Social Sciences and Humanities Research Council. The Canada Council in future will be responsible exclusively for the support of the arts. Copies of **Twenty plus Five** can be obtained from The Canada Council, Box 1047, Ottawa, Ontario K1P 5V8.

Ottawa notes

by Jill Greenwell (CAUT)

Possible Loss of Landed Immigrant Status: New Immigration Act

Under section 24(2) of the new Immigration Act, which is expected to be proclaimed on April 1, 1978, any permanent resident who leaves the country for more than 183 days in any calendar year will lose their landed immigrant status unless they can demonstrate that they did not intend abandoning Canada as a permanent residence. (This provision does not apply to Canadian citizens). Section 25 makes provisions for a departing resident to make application for a Returning Resident Permit in order to facilitate his/her re-entry into Canada. However, procedures for making such application are not expected to be finalized before April 1978—by which time the local immigration offices should be familiar with the new regulation. Returning Resident Permits may also be obtained at overseas Canada Immigration Centres by those who are already outside the country. It is advisable, however, to make such applications well before the expiry of the 183 day limit.

Tenure Affected by Immigration Status

There have been a number of recent reports of faculty on work permits in Canadian universities encountering difficulties in obtaining tenure. University administrations have now recognized that they may be legally liable for the payment of salary to a faculty member who is granted tenure but who is subsequently forced to leave the country because of the Department of Immigration's refusal to renew their Work Permit. While the Immigration Act prohibits applications for landed immigrant status to be made by those currently in Canada, those on Work Permits may wish to consider making application from one of the Canadian Immigration Offices located along the U.S. Canada border. Such faculty need not remain outside the country pending the outcome of their applications, and may continue in their regular employment (with the exception of interviews, medical examinations, etc., which will have to be conducted in the United States). There is, of course, a Catch-22 to the process—the Department will deny the applicant landed immigrant status unless they have a permanent job offer, and the University may refuse to grant the faculty a permanent job (tenure) unless he/she has landed immigrant status. Some universities have resolved the dilemma by making the granting of tenure contingent upon the faculty member obtaining landed immigrant status.

Faculty Unionization in Canada: a special report

Collective Bargaining: Where are We Now?

by Donald C. Savage

Since 1970 there has been a steady movement of Canadian university faculty towards collective bargaining. This has not involved a sudden and dramatic change but rather a gradual process over a number of years. In 1974 CAUT published a special section in the *CAUT Bulletin* on collective bargaining. At that time three university faculty associations in English-speaking Canada had been certified (Manitoba, Nelson, Saint Mary's) plus all the francophone campuses in Quebec. Now there are seventeen associations or unions affiliated with CAUT that are certified with two applications outstanding.¹ In addition all the campuses of the Université du Québec are certified but affiliated to other organizations. Six associations have chosen to sign collective agreements outside the labour code.² More than 10,000 faculty are covered by collective agreements, of which approximately 9,000 are in affiliates of the CAUT. About 6,300 faculty are covered by collective agreements outside labour legislation. All told, 65% of all faculty in institutions whose faculty associations are affiliated to the CAUT are covered by collective agreements.³

A form of insurance

The reasons for this movement are varied but a few general themes can be discerned. Many faculty regard certification as a form of insurance. They sense that the situation of the universities is likely to be very difficult over the next decade what with the worsening economic situation and the pessimistic conclusions of the demographers about potential enrolments. Thus there is a concern that financial exigency might lead to lay-offs or closure of programmes and that it would, therefore, be advisable to have legally enforceable contract provisions to govern such situations. At Windsor, for instance, the collective agreement stipulates that no one can be laid off or terminated for financial reasons until a committee jointly nominated by the association and the board of governors has reported on the nature and scope of the financial crisis. The recommendations of that committee as to whether or not there is a financial crisis and its recommendations on the scope of the crisis (if there is one) are binding on the board of governors. At Carleton and Windsor the contracts require significant curtailment in all other areas of activity before any faculty can be laid off. Faculty are, of course, aware that such provisions will not protect them

completely if there is a disastrous economic blizzard similar to 1929 but these provisions prevent phony exigencies, are stiff enough to ensure that exigency can only be declared after a long period of planning, and provide for compensation to the faculty. Nor are they gentlemen's agreements; they are legally binding documents.

The need for insurance also merges with another concern, namely the question of power-sharing in the university. Since the CAUT was formed in 1951, it has sought to ensure an effective sharing of power with the boards of governors and administrations. In part this has been through the elaboration of contractual provisions governing renewal, tenure, dismissal and the like, which ensure that these decisions are made by faculty for academic reasons and not by administration or board members. Faculty in Canadian universities sometimes forget that the notion of formal due process in the handling of faculty contracts was an innovation of the late nineteen-fifties and of the nineteen-sixties. Most of these provisions became legal through their adoption as bylaws by the boards of governors of particular universities. It seems likely that some administrators and board members will be tempted by the crisis of the nineteen-eighties to try a counter-attack on the contractual position of faculty. Since many of these regulations were created by vote of a board of governors, they might be tempted to try to rescind them by the same mechanism. This year, for instance, the President of the University of British Columbia has been propounding the notion of tenure quotas. The same problem exists at Queen's. Administrators may well try to abolish either *de facto* or *de jure* the notion of probationary contracts for the untenured and to create a proletariat of underpaid term appointees which in the long run may undermine the position of the regular faculty. Rights for the untenured resulted from a long and difficult battle in the sixties. It is not surprising, therefore, to find certified associations resisting these changes. The Carleton collective agreement, for instance, delineates the rights of instructors (who used to be classified as part-time), expressly bans tenure quotas and places a negotiable but fixed limit on the total amount of money that can be spent on part-time and sessional contracts. The same issue

arose at the Université du Québec à Montréal in this past year where approximately 40 per cent of the faculty were on such irregular contracts: the new collective agreement, for the first time, began the process of giving the faculty a handle on this problem.

I am quite sure that the campaign for tenure quotas will be followed by one for the abolition of tenure. The rhetoric will be, of course, expressed in terms of academic excellence. It is hard to see, however, how the university president, vice-president or dean can choose excellent candidates in fields in which they have no expertise, no comparative information on the relevant merit of graduate schools, and no clue as to what is or isn't on the frontier of knowledge in a particular discipline. The rhetoric may be excellence, but the reality is power — the power to fire or to penalize faculty members without due process. Almost all certified faculty associations have entrenched their tenure and dismissal procedures or substantially improved them in their collective agreements, thus giving them legal force through the arbitration process. Far from trading off tenure or academic freedom for more money, faculty have taken a tough line on non-monetary issues.

Increased power-sharing

The most obvious example of increased power-sharing as a consequence of collective agreements is the application of the grievance and arbitration procedures. Disagreements arising from any of the provisions of the contract must be settled by such grievance and arbitration procedures. There can be no doubt about the significance. For years the CAUT has argued that academic decisions must be made on academic and rational grounds. Now there is a mechanism to ensure that this will be so. Unfortunately a few faculty associations have signed collective agreements and then failed to enforce them through this procedure. A right negotiated but not enforced is a great waste of time. The CAUT has been assisting associations both those who are certified and those with special plans to set up the necessary mechanism for taking control of their own agreement and enforcing it themselves. The need for such formalized procedures is evident in all Canadian universities but nowhere more than in the largest and the smallest — the largest because sheer size prevents the functioning of

old-style paternalism and the smallest because some have traditions of autocratic if not eccentric administration.

On the economic front faculties who have seen their comparative position eroded during recent years have tried to use the collective bargaining approach to rectify this situation. For instance, the gradual drop in the comparative salary position of the faculty at the University of New Brunswick has persuaded some members to favour certification. Certainly the success of the Windsor faculty in negotiating an agreement which should raise the comparative position of the faculty from the worst in the province to somewhere near the mean has been noted by many schools. In addition some faculty have realized that in the difficult times ahead, university administrations could make unilateral changes in hard-won fringe benefits without any real negotiation. The status of certified bargaining agent at least forces the administration to enter into good faith negotiations on these matters and prevents unilateral changes during the lifetime of the contract.

One feature of collective bargaining is gradually to force a great deal more openness on university administrations in the financial area. No longer will it be acceptable for the university administrators to assert that they have no idea how many part-time faculty have been hired or by whom or to say that the costs of operating the president's office eludes them. Negotiations will inevitably lead to a more businesslike and open attitude which in turn should ensure that the university's budget is sensibly and efficiently spent. This is achieved by legally binding clauses in the agreements requiring the release of specified information.

The right to strike

In the last resort, certified faculty associations have the right to strike to try to secure their goals. There has been much debate in the university as to whether this right should be exercised. Some have considered strikes unprofessional or unseemly. Others have suggested that since the university is devoted to reason, it would be wrong to employ force rather than reason to solve problems. But what is to prevent the administration from using force rather than reason? Unilateral action based on ad-

Collective Bargaining — where are we now?

Collective Bargaining — the next ten years

Affiliation with the CLC?

Government policies and faculty unionization

Unionization or "special plans" — three case studies:

Laval University

University of Toronto

University of British Columbia

Seniority in the University

Librarians and collective bargaining

Cont'd on next page

ministrative convenience rather than the merits of the case is just such an example of the use of force rather than reason. It would seem that countervailing pressure is as needed in universities as in other areas of life. However, there are methods which may sometimes be usefully substituted for the strike. Arbitration of salaries is one of these. In the negotiation of the first contract at Ottawa, the two parties agreed at the outset to put any disagreements on financial matters to binding forced-choice arbitration. This was ultimately done and a settlement achieved as the consequence of rational argument. But what if the university refuses to arbitrate salaries or if it refuses acceptable procedures in relation to tenure, dismissal or financial exigency? Then the choice is to submit or to strike.

The strike a year ago at Laval involved matters of principle most of which were of a non-monetary kind. In the end the university administration owing to the work of a mediator accepted most of the faculty positions. The strike was, however, not just about particular terms in the contract. It was also a test of will and a determination of whether or not Laval would change from its old paternalism to the notion of shared power and all that flowed from that. The victory of the faculty at Laval indicates that those who argued that faculty strikes would be ineffective and would pass unnoticed by the general public were wrong. One consequence of the strike was to make credible the possibility that other associations might take the same position and thus to ensure that settlements would be reached which might otherwise have been beyond the grasp of the negotiators. Another was to demonstrate to university administrations the folly of a confrontation with faculty over power-sharing. As a consequence many have benefitted in other institutions.

Reluctantly most but not all the certified faculty associations have concluded that the circumstance of a possible strike must be confronted. As a result last December representatives of Windsor, York, Carleton, Ottawa, Laval, Acadia, St. Thomas and Manitoba agreed to the formation of a provisional strike fund within CAUT to be financed solely by the interested parties and not from the general revenue of the organization. It should be clear in the next six months whether or not this initiative will, in fact, create a viable fund. It seems likely that it will.

Labour legislation and faculty bargaining

Some of the parameters of collective bargaining are now clear. For instance, labour relations boards in Ontario, Quebec, New Brunswick, Nova Scotia, Manitoba and Saskatchewan have held that the definition of the bargaining unit should be such that departmental chairmen will be included. The judgment in Saskatchewan has been sustained by the courts. At one time faculty members feared that the process of collective bargaining might destroy the collegial process in the departments by making the chairmen part of the management of the university. This clearly has not happened when the issue has been put to labour relations boards. Deans, vice-presidents and presidents have been excluded from the bargaining units although a case might be made for the inclusion of deans in some institutions. The position of associate and assistant deans is rather unclear, sometimes in and sometimes out. Since they are rarely in a position to exercise full managerial power, they should probably be in the unit although a reasonable compromise may be to exclude them but fix the number of such appointees.

By and large labour relations boards

have also generally resisted attempts to divide up the faculty into a number of different bargaining units. An engineering unit was certified at Sherbrooke but before anyone else was interested in collective bargaining. Since then attempts at separate units for engineers and lawyers in the Province of Quebec have been turned back by the authorities notably at Montreal, Laval, Sherbrooke, and Trois Rivières. Lawyers, doctors (other than clinicians), and engineers are in the units at Ottawa and Saskatchewan. Engineers are included at Windsor and Carleton with lawyers also part of the unit at Windsor. In the case of Saskatchewan and Montreal the issue was adjudicated. The only exceptions have been the exclusion of the law faculty at Osgoode Hall in York University and the exclusion of certain professionals at Manitoba. At Osgoode the board held that the lawyers were employees under the act but emphasized the long and separate history of Osgoode Hall and the special nature of the affiliation agreement with York. The confused situation in Manitoba where some professionals were included and others excluded derived from a quirk of the Manitoba legislation which has since been amended. These separatist drives usually derive from a fear that collective bargaining may undermine the special prerogatives of certain faculties, notably in the matter of consulting and of differential salaries and sometimes from an ideological dislike of unionization. Yet at Ottawa the first collective agreement had provisions for a special increase for one of the law faculties over and above the general increases for the rest of the faculty. Other associations are attempting to secure a differential salary structure in their collective agreements. This seems a reasonable safeguard for the professional faculties provided, of course, that market differentials are paid only when there is a market problem to be solved and not after the market has changed. No safeguards are absolutely iron-clad. But the status quo is no guarantee of these privileges as the recent newspaper war against consulting at U.B.C. and Simon Fraser indicates. While some administrators may be tempted to encourage division in the hope of playing one section of the faculty off against another, most have realized that such developments would create chaos on the campus and would plunge them into an unending series of negotiations. At Saskatchewan, for instance, the university opposed the separate application of the law faculty.

In some provinces professional organizations of engineers and lawyers have been considering the possibility of trying to represent all the members of their professions. Insofar as this involves setting consulting fees, this could be a rational undertaking. But professionals working for universities are not employed as consultants but as teachers and researchers. They are employees of the universities and should be part of any general faculty negotiations for salaries although part-time consulting might be governed by a provincial agreement undertaken by the professional society.

In English-speaking Canada professional librarians have normally been included in the same bargaining unit as the faculty. There can be little doubt that this is gradually bringing about an improvement in the terms and conditions of employment of professional librarians. In 1976 both CAUT and the Canadian Association of College and University Libraries (CACUL) approved a model document on terms and conditions similar to that of the faculty. This provides permanence and proper procedures for appointment and assessment. Thus power-sharing with regard to con-

tracts is replacing the autocracy (sometimes benign, sometimes not) of the chief librarian. Procedures with regard to self-government similar to those of a faculty have been slower to develop but no doubt will do so once the immediate contractual problems are solved. In addition librarians in some universities have received considerable salary increases which could be justified before the A.I.B. because that organization has only been interested in average increases for the entire academic unit. Collective bargaining or the fear of it seems to be transforming the position of professional librarians in Canadian universities.

"Special plan" agreements

One feature of collective bargaining in the universities is the development of agreements outside labour legislation. This route has been chosen by a number of faculty associations including Alberta, British Columbia and Toronto. At Toronto and British Columbia it was clear that this was the only form of collective bargaining which would achieve majority support among the faculty. Now, of course, in Alberta and British Columbia the option of certification has been ruled out by the provincial legislatures. This special plan route involves two steps — first of all persuading the ad-

ministrators to negotiate and then actually bargaining a collective agreement. Agreements typically entrench or improve the procedures for renewal, tenure, and dismissal and provide a forum for salary negotiations. All the special plans except Toronto provide for binding arbitration of salaries, sometimes as in the case of Alberta and Prince Edwards Island by forced choice arbitration.

Many faculty regard certification as a form of insurance. They sense that the situation of the universities is likely to be very difficult over the next decade...

There are formidable problems involving such agreements. The university is not required to negotiate as it is in the case of certified associations. The mediation and conciliation services of the provincial governments are not available. But the most serious problems arise in the area of enforcement. What happens if the university disregards the provisions of the special plan? The only way to test this is through the courts and they have traditionally preferred to award damages rather than to enforce a particular civil contract. In any event this can probably only be tested by individuals, since it is often uncertain whether the faculty association would have status before the courts. Nor is it clear whether grievance procedures can exist as part of private contracts. Finally it is difficult to see how such plans can operate unless there is a *de facto* closed shop as there is at Alberta and at British Columbia. Otherwise how could the association legally negotiate as the agent for someone who was not a member of the bargaining unit? Despite these difficulties the CAUT has recognized special plan collective bargaining as a legitimate form which should be supported by the national association provided the agreement includes provisions for the binding settlement of all grievances, economic or non-economic. This is particularly relevant in British Columbia and Alberta since any other form of collective agreement is illegal.

During this last year both the provinces of Alberta and British Columbia passed legislation which prevents faculty associations from securing certification under labour legislation. The CAUT strongly protested these actions on the grounds

that faculty members should have the right to decide themselves whether or not they wish to certify. Appeals have been made by CAUT to the International Labour Organization. It seems likely that the government of British Columbia withdrew similar legislation dealing with Nelson because an actual collective agreement was in force and as a consequence the I.L.O. was likely to take a severe position with regard to the removal of such rights. It will be much more difficult to defend the theoretical rights of the faculty in the Far West since these rights have not been exercised other than at Nelson. It is also interesting to contrast the legislation of the British Columbia government in regard to the community colleges where the faculty associations are certified and where the minister merely legislated to ensure a vote on whether or not each wished to continue this status.

The practical situation differs in the two provinces. In British Columbia all three opposition parties (New Democratic, Liberal and Conservative) opposed the legislation and the N.D.P. promised to repeal it if they secured power. Since the actions of the British Columbia government are part of a general attack on unions and labour legislation in the province, it

seems unlikely that any change will occur unless one of the other parties secures an electoral victory. In Alberta the government seems concerned solely about the right to strike. It has also discovered some anomalies as a consequence of the law such as the fact that faculty no longer seem to have the legal right to any holidays. It is, therefore, possible that the faculty associations might be able to negotiate a return to the jurisdiction of the provincial labour act in return for compulsory arbitration of salaries and fringe benefits.

Much has changed since 1970 when the CAUT Council first mused on whether or not collective bargaining was appropriate for university faculty. CAUT has retained its pluralist stance. Some associations have maintained the status quo. Others have opted for collective agreements outside the jurisdiction of labour legislation. Still others have chosen to become certified bargaining agents. There can be little doubt that the gains negotiated by one association, regardless of status, benefit all. Thus CAUT has continued to assist all associations in trying to better their conditions. But there can also be little doubt of the slow but steady trend toward certified status. Some faculty welcome this on ideological grounds but most see such collective bargaining in pragmatic terms as a means of securing legal status for those goals which CAUT and its members have long cherished — shared power, a fair economic return, due process and natural justice.

Dr. Donald Savage is Executive Secretary of the Canadian Association of University Teachers.

1. Regina, Saskatchewan, Manitoba, Windsor, Algoma, York, Carleton, Ottawa, Montreal, Laval, Sherbrooke, Bishop's, St. Thomas, Moncton, Acadia, Saint Mary's, and Cape Breton. Applications are pending at Brandon and the University of New Brunswick.
2. U.B.C., Toronto, Alberta, Calgary, Lethbridge, University of Prince Edward Island.
3. Including faculty under "special plan" agreements. For description of "special plans", see below.

Collective Bargaining: The Next Ten Years

by Roland Penner

Collective bargaining by full-time faculty (including professional librarians) at Canadian universities has grown enormously in the last six years. As of December 31, 1977 well over fifty per cent of such faculty are involved in legal status collective bargaining, most of them as members of a bargaining unit for which its faculty association has been certified as agent under the appropriate labour relations act.

Benning in 1971 when the Collective Bargaining Committee was first established, the growth of CAUT's involvement in collective bargaining has, substantially, paralleled the growth of the collective bargaining movement itself. CAUT has developed guidelines for collective bargaining consistent with its fundamental aims, particularly with CAUT's concern for academic freedom; it has developed materials and personnel to assist in obtaining the legal status for collective bargaining and to assist in the collective bargaining process itself; and it has, often under great pressure, developed a first-rate set of model clauses on such fundamental issues as grievance-arbitration, academic freedom, tenure, financial exigency redundancy, non-discrimination, patents and copyright. There are no less than twenty collective bargaining agreements now in force at universities which are either CAUT or FAPUQ affiliates, agreements which, in most institutions for the first time, giving binding legal status to fundamental faculty rights. And there has just been established a Strike Defence Fund to add strength to the bargaining position of participants in the fund and, if necessary and appropriate, to actually give financial support to any affiliates involved in a legal strike. All of this and more has been the development of the last six years. What does the next six to ten years hold in store for collective bargaining by Canadian faculty and, in particular, CAUT's involvement in that movement?

"Union" issues

Paradoxically the CAUT as a whole has had a love-hate relationship with collective bargaining at a time when its involvement in it has rapidly increased. A number of major CAUT affiliates have been reluctant to formalize let alone legalize their domestic bargaining relationships, if any. And despite the overwhelming evidence to the contrary, evidence which has accumulated now over a six-year period, a number of faculty still feel that legalized collective bargaining will impose an "industrial model" on the hitherto blissful groves. In deference, I suppose, to this virginal innocence, we still struggle for any euphemism which will avoid the words "union" or "unionization". I'm not particularly concerned about terminology. However I am concerned with the real nature of CAUT's role. While CAUT has moved from a purely reactive stance in 1971 to much more active role, particularly in the last three years, the time has come, in my opinion, when CAUT must stop being a "closet union", must stop being defensive about its involvement in collective bargaining and must move in terms of policy, resource allocation, and organizational structure to a recognition that collective bargaining is now, and in the next ten years, will be the principal means of achieving its objectives, especially the protection of academic freedom.

I say this not from any ideological point of view. I say this, practically in

recognition of the enormous pressure financial restraint is going to put on Boards and their administrations, not just to hold the line, but to retrench, to close out and, let's face it, to dismiss. All reports received by the Collective Bargaining Committee indicate a hardening of the position of administrators, across the bargaining tables. Faculty not now protected by collective bargaining agreements will, I foresee, want to obtain legal status to obtain and enforce such agreements. Faculty presently protected will have to defend and extend their gains. All of this will necessarily involve CAUT much more directly on the front lines of collective bargaining. The need for regional offices and field officers will intensify. CAUT may have to consider being directly involved in organizational drives for non-unionized faculty including part-time faculty.

As the collective bargaining movement intensifies in the ways I have projected, the issue of CAUT's relationship with other organizations will become more important and will have to be resolved. Personally I am not yet convinced that affiliation to a body such as CUPE or, indeed the CLC itself, is a necessary step. In any event such a significant step would, necessarily, only be acceptable to Canadian faculty if events forced a qualitative change in their image of themselves. Affiliation to an outside body will not happen, if at all, until Canadian faculty see themselves as employees occupying, *fundamentally*, the same economic position in the market place as other employees, a position which no amount of academic regalia can long disguise.

No doubt the healthy resolution of the tensions presently existing within CAUT around collective bargaining issues will require the development of internal organizational structures which reflect the needs of all affiliates. What is needed now to prepare for and accommodate the developments of the next ten years, are intermediate structures which, at the very least, will formally recognize the major role collective bargaining now plays in our organization.

The fragmentation of bargaining units such as presently exists at Manitoba and York, for example, is too divisive to survive the next ten years. In the face of mounting administration pressures on a whole number of issues, faculty unity at the local level may prove to be more important than outside affiliation.

As mentioned above the organization of the unorganized, including part-time faculty will be high on the collective bargaining agenda in the next ten years. With respect to part-time faculty this will require a resolution of the very complex definitional problem in the first instance, and a working out of the relationship between full-time and part-time faculty in the second instance. Part-time faculty will have to understand that the more adequately paid they are, the less they will be seen by administrations as a pool of cheap academic labour to replace more costly full-time faculty. At the same time full-time faculty will have to contend with the fact that the greater the degree of job protection part-time faculty obtain via unionization, the less they can be resorted to as the first reserves for lay-offs. What price collegiality then?

Bargaining issues

In 1972 the CAUT Bulletin publish-

ed a collection of papers, mostly authored by the members of CAUT's first Collective Bargaining Committee, dealing with collective bargaining issues. In one of those articles the then Executive Secretary of CAUT, Alwyn Berland, foresaw the need for a "fairly aggressive attitude towards job security distinct from and in addition to the protection of academic freedom". In my view the next ten years will demand even more than a "fairly aggressive" attitude on both job security and academic freedom issues, the two in fact being very closely connected. Attrition itself will not resolve cutbacks in the academic salary component of university budgets, since attrition is haphazard, indeed anarchistic. Lay offs will be proposed, redundancy suggested for significant programs. Strong collective bargaining clauses dealing with the association's role in such circumstances will be a necessity, particularly for younger and untenured faculty, although tenured faculty are by no means immune from layoffs.

Direct monetary issues will likely be less important as restricted government grants impose ceilings which even the most benevolent Boards and administrations may find impossible to break. More success may be obtained in bargaining for other economic benefits including those which may ease the tax load of an academic employee, (e.g. research grants in lieu of some part of salary while on sabbatical).

Political issues

It may well be that the biggest single development in faculty collective bargaining will be on the political front. The passage, in both British Columbia and Alberta, of legislation depriving faculty of the right to bargain will undoubtedly serve as a model to be examined very closely by other provincial administrations determined to weaken public sector collective bargaining as a way of holding expenditures down. If other provincial administrations forego a direct attack (because, unlike the situation in British Columbia and Alberta, there are already in existence in these provinces certified faculty associations and collective bargaining agreements) I have no doubt that existing labour legislation will be changed restricting or removing the right to strike in the public sector. In my view these developments will require an even greater involvement of CAUT and its affiliates in political lobbying designed to protect Canadian faculty and preserve for it, at the very least, the minimum "freedom of association" guarantees contained in ILO Convention 87 which has been ratified by Canada. Effective lobbying will entail a close association with other labour bodies, an association which, though short of *affiliation*, I see as a certain and needed development of the next decade.

Roland Penner teaches law at the University of Manitoba.

THE UNIVERSITY OF WESTERN ONTARIO FACULTY OF ENGINEERING SCIENCE

CIVIL ENGINEERING

Applications are invited for appointment as Assistant Professor in Civil Engineering. Qualifications required are a Ph.D. (or equivalent) with research experience in the general area of hydraulics (hydrology, geohydrology, shoreline hydraulics, or hydraulic structures). The successful applicant will be required to teach graduate and undergraduate courses in civil engineering including undergraduate core courses, and to supervise graduate students and conduct research in an area compatible with the current research activities of the Civil Engineering Group. The appointment is for a three year term effective July 1, 1978. Closing date for applications is April 30, 1978. Applications including curriculum vitae and the names of three referees may be sent to:

G.F. Chess, P. Eng.
Acting Dean
Faculty of Engineering Science
The University of Western Ontario
London, Canada N6A 5B9

The above position subject to the availability of funds.

ROYAL MILITARY COLLEGE OF CANADA

Kingston, Ontario

Nous offrons des postes pour enseigner en français

Chimie et génie chimique
Thermodynamique, chimie physique.
Génie civil
Structure, géotechnique, sanitation.
Génie électrique
Automatisme, communications, électrotechnique.
Génie-gestion
Recherches opérationnelles, gestion de la fabrication.
Génie mécanique
Sciences des matériaux, mécanique appliquée.

Le doctorat ou l'équivalence démontrée par des travaux reconnus est préférée.

Les candidats qui ont atteint le niveau de la maîtrise et qui ont démontré un potentiel pour les études avancées seront sérieusement considérés.

La connaissance des deux langues officielles est requise
S'adresser à:

Dr. Pierre Bussièrès
Assistant au principal
Royal Military College
Kingston, Ontario K7L 2W3

Affiliation with the C.L.C. — the logical culmination of the unionization of university faculty

by Errol Black

Historically, members of university faculties in Canada — and other countries — have tended to regard themselves as being different from other workers, "a breed apart". Such a view was not without foundation, of course. To be sure, faculty members did contract to sell their services for a wage or salary the same as other employees. However, the context in which the contracts of faculty members were mediated was far removed from the situation which prevailed in other places of work.

There was no conflict in the university, differences of opinion were resolved through rational discourse. Moreover, faculty members were motivated by somewhat loftier principles than the "bread and butter issues" which seemed to dominate the thinking of workers in other sectors of the economy. Such principles, for example, the pursuit of truth and service in the interest of humanity, were best served if faculty members had some security of tenure and were free to determine the content of their research and teaching. The question of salaries and other pecuniary benefits would take care of itself. For the most part, the perception which faculty members had of themselves as a special or elite group of workers was compatible with the reality of their situation; they occupied a privileged position in the class structure of society.

Structural changes in the university system

This comfortable concept of the university environment began to come unstuck in the late 1950's and early 1960's, when significant segments in society became convinced that

The impact of retrenchment on university faculties was experienced in two stages. Initially, the impact was reflected in a drastic reduction in the rate of increase in the size of faculty — especially faculty in the traditional programmes of universities. Subsequently, administrations moved to curb the rate of increase in the wages bill of existing faculty members by reducing the magnitude of annual wage increases, diluting benefits and effecting cuts in departments with low enrolments. In the process, some university administrations — goaded by grants commissions and other government bodies — repudiated "understandings" with faculty members on the procedures to be followed for altering the terms and conditions of employment, and relaxed their adherence to the concept of "rights of due process."

The pressures on faculty members were temporarily alleviated with the mini-boom of 1973, only to return with a vengeance with the advent of a protracted period of crisis — "stagflation" — in 1974. Once again faculties at many universities were confronted by administrations armed with figures on faculty-student ratios, per student costs by disciplines, etc., (and the latest jargon from the Harvard Business School) and intent on rationalizing course offerings, and the like. Almost invariably these proposed rationalizations implied both a deterioration in conditions of employment and a more modest role for faculty members in decision-making processes — in the interests of efficiency and flexibility. Not only that, but there were all kinds of pressures — subtle and otherwise — on in-

other workers in the Canadian economy. This latter development is attributable to a number of factors, but the main one is undoubtedly the fact that the relative cutback in the resources of the universities coincided with an attack on the living standards of workers in general. This drove home the realization that, appearances to the contrary, all wage claims in the economy are competitive with profits.

Subsequently, this insight was confirmed and clarified when the federal government, supported by all provincial governments, moved, in October, 1975, to resolve the crisis of profitability by imposing controls on wages and salaries. Under this system, the salaries of faculty members were treated exactly the same as the wages and salaries of other workers. Moreover, this treatment stood in marked contrast to the treatment meted out to high-salaried managers, own-account professionals and individuals deriving their incomes from the ownership of property. Needless to say, this situation dispelled whatever remaining doubts faculty members may have had about their objective situation in the economic structure.

More recently, trade unions in Canada have been under attack by the media, business and a number of governments. Faculty members have not avoided this attack. On the contrary, so far the most extreme form assumed by these efforts to undermine the position of trade unions has

been the reactionary legislation passed by governments in British Columbia and Alberta to curb the union activities of faculty members in the two provinces.

Not surprisingly, the recent changes in the role of faculty associations and in the attitudes of their members have been reflected in the activities of the C.A.U.T. Thus, even a cursory examination of C.A.U.T. documents reveals a growing pre-occupation with issues of labour law and labour relations. As a result, C.A.U.T. is rapidly acquiring many of the characteristics of a typical trade union parent body such as the Canadian Union of Public Employees and the Canadian Union of Postal Workers. Undoubtedly the most significant indication of the extent to which C.A.U.T. has moved in this direction is the fact that the question of affiliation with the Canadian Labour Congress is now on the agenda for resolution in the immediate future.

Affiliation with the C.L.C. — the logical next step

Affiliation with the Canadian Labour Congress would be a logical — and essential — extension of the unionization movement amongst university faculties in Canada. There are two main reasons in support of this view:

(1) Our abbreviated discussion of development leading to unionization of faculty members stressed the point that the fiscal problem of the universities since the early

Cont'd on p. 11

Trade unions as an institution are the main defense of democratic freedoms — including academic freedom...

education, in particular higher education, was a potential cure-all for the ills of contemporary society — unemployment, inequalities in the distribution of income, flagging economic growth. The government — both provincial and federal — followed through on the implications of this conviction by greatly increasing the flow of resources into post-secondary education, and encouraging increases in both the scale and number of universities.

So long as revenues were elastic, the tendencies towards centralization, greater direct government intervention in decision-making processes in the universities and the application of the principles of capitalistic enterprise to the administration of the universities inherent in the expansion of post-secondary education were obscured. This situation changed abruptly in the early 1970's, however, as declining enrolments combined with a fiscal crisis to sharply reduce the rate of increase in the revenues of most universities. The burden of the necessary adjustments necessitated by the new conditions of austerity was borne initially by the weakest groups on campus — clerical staff, maintenance workers and other support and service employees — and such things as library holdings. These areas offered little scope for retrenchment, however. Consequently, university administrations were forced to shift their focus to the main component of operating expenditures, namely, the salaries and other benefits of faculty members.

dividuals in disciplines with declining enrolments to alter courses — "their product" — to make them more attractive to students.

Faculty unionization

This time round faculties of many universities reacted in exactly the same way as millions of other workers have done when subjected to a degradation of their conditions; namely, by seeking to confirm or establish the right to negotiate on all matters affecting their employment. Some administrations attempted to contain this reaction by conceding rights to negotiation and agreeing to respect the results. Other administrations resisted the claims of faculties for participation in decision making, however, and, by doing so forced them (the faculties) to secure their rights by becoming certified as *bona fide* trade unions.

Unionization is still, of course, confined to a minority of faculty members in Canada. Nevertheless, the movement is gaining momentum as more and more faculty associations perceive the gross limitations of both informal arrangements and agreements which have no status in law. Indeed, on the basis of current trends, it now seems likely that a majority of faculty members will belong to trade unions before the end of the 1970's.

This transformation in the character of faculty associations has been accompanied by a profound change in the outlook of faculty members. One of the more significant aspects of this altered perspective is a heightened awareness of their commonality with

The University of New Brunswick

invites applications and nominations
for the position of

DEAN OF NURSING

for a renewable term
commencing July 1, 1978

Applicants should have appropriate academic, administrative and clinical experience. Candidates should be conversant with higher education and the profession of Nursing in Canada. While a doctorate is desirable, a Master's degree, and eligibility for nursing registration in New Brunswick are essential. Applications should include a curriculum vitae and the names of three referees. The deadline for receipt of applications, whether direct or resulting from nominations, is March 15, 1978; submit these to:

The Chairman of the Search Committee for Dean of Nursing
Dr. Mervyn Franklin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick

Government policy vs. bargaining rights

by Ron Lowe

In the past six months, the governments of both Alberta and B.C. have passed legislation which prevents university faculty from exercising collective bargaining rights under their respective labour legislation. One might question why university faculty were accorded this "preferential" treatment. Indeed, what prompted these governments to bestow their legislative favours on such a diverse group of individuals who showed little interest in certifying under the provincial labour acts?

To these and more probing questions, legislators have replied that the amendments were merely "housekeeping" or that there was no change to the "status quo" because university faculty, to that point in time, had not sought bargaining rights available under such legislation. It was also stated that the amendments were necessary to remove access to the right to strike by university faculty because the strike is not regarded as an appropriate dispute settlement mechanism in the university context.

From such statements one is left with the impression that the government is really doing all academics a great favour by removing the temptation to adopt a more traditional form of collective bargaining. This kind of reasoning would also lead us to believe that the legislation was harmless and that the intent of the government was quite honourable. On closer examination, such an interpretation clearly ignores the many legal and procedural difficulties that arise when formal collective bargaining occurs outside established labour legislation. The governments have also lost sight of what should be the right of all individuals to organize collectively in order to protect their interests.

Statements made by B.C.'s Minister of Education in which he suggested

that the "professional" model presently operating in universities is incompatible with the trade union model are also cause for concern. Once more, the Minister stated that provincial labour legislation was designed for the trade union model, and consequently could not be suitably applied to universities.

Both statements ignore the fact that a substantial number of universities already bargain collectively under provincial labour laws and many faculty (and administrations, also) have found this model to be a more effective way to organize their relationships than the "professional" model, whatever that is. The B.C. Minister also predicted that governments in other provinces would be changing their policies to be more in line with those of his government. The Ministers of Education do meet regularly and perhaps there is some basis to the statement.

Minimize protests

It would be naive to assume that new legislation appears without substantial government support or that there has not been some considerable discussion of political and procedural implications. It is not surprising therefore, that both the B.C. and Alberta governments introduced the legislation removing bargaining rights in a manner which would minimize any protests. Attempts have also been made to downplay the significance of the legislation. In both cases, the governments were fairly successful. It is true that Alberta's Bill 41, the Public Service Employee Relations Act, and B.C.'s Bill 91, a Miscellaneous Statutes Amendment Act, only directly affect faculty in B.C. and Alberta. Nevertheless, the implications of such legislation outside of these provinces is substantial.

The precedent set by B.C. and Alberta governments could have se-

rious repercussions in other parts of the country where faculty still have access to or have exercised their bargaining rights under labour legislation. Bills 41 and 91 were both introduced without notice and without consultation. Attempts to intercede were unsuccessful. It was clear in each case that policy decisions had been made and these decisions would not be reversed or modified because of protests by small, relatively unknown delegations of faculty acting on behalf of their colleagues.

Even university administrations were not part of the decision-making process, and although they may not have been in favour of utilizing labour legislation, several have since gone on record as opposing the legislation as an unnecessary intrusion into university autonomy. In fact, the intent of the legislation and particularly the manner in which it was introduced, does not portend well for universities as a whole.

Bill 41 in Alberta; 91 in B.C.

Alberta's Bill 41 was first introduced in the legislature last May, and it was followed only a few months later by the introduction of Bill 91 in B.C. Normally, the introduction of new legislation requires considerable lead-time, but the close timing of the introduction of these bills makes one wonder whether it was more than just coincidental. In any event, Bill 41 appears to have been primarily directed at removing the right to strike by specific groups of civil servants. The right to strike was replaced with compulsory arbitration procedures. Unfortunately, arbitration in Alberta has an abysmal record from the employee point of view. An equally unattractive provision of Bill 41 was its restrictions on the items that may be settled through arbitration. Non-arbitrable items include: organization of work, assign-

ment of duties, selection, appointment, promotion, training, transfer, lay-off or termination of employment, the right to discipline or dismiss, etc.

A careful look at such provisions is more than justified when one considers that the academic staff of Alberta universities were originally included under Bill 41. Fortunately, a subsequent amendment excluded the academic staff prior to third reading. If this amendment had not occurred, the status of faculty agreements in the province would have been seriously undermined.

In their final form, the sections of Bill 41 and Bill 91 that apply to university faculty bear considerable resemblance. Not only do these sections accomplish the same objective, but the manner in which amendments were made are virtually identical. Both Bill 41 and 91 amend their respective Universities' Act to include a section that prevents faculty from exercising bargaining rights under labour legislation. This similarity in technique once again leads one to suspect that there was consultation occurring between the two governments.

With the introduction of Bills 41 and 91, the trend toward faculty certifications or unionization was halted at the Saskatchewan-Alberta border. This may in fact be the real motivation behind actions of the B.C. and Alberta governments. After all, it was no secret that faculty at the University of Victoria and the University of B.C. had been showing more than just an academic interest in the merits of certification. For the time being, faculty in the western outreaches have been forced to accept the "status quo" or what the B.C. Minister of Education has labelled the "professional" approach. More formalized legal and bargaining relationships are certainly

Cont'd on p. 17

CLC... from p. 10

1970's are attributable to the efforts by government to resolve the economic crisis — a crisis of profitability. This attack has had two main thrusts: first, an attempt to reduce the rate of increase in the real wages of workers in general; and secondly, an attempt to effect a reduction in the size of the public sector relative to the private sector. Both policies have adversely affected faculty members in universities across Canada.

Not only are these policies almost certain to be sustained in the foreseeable future, but there is likely to be a shift in emphasis which will concentrate the attack on employees in the public sector institutions.

There is not as yet hard evidence which would confirm this shift in

between productive and unproductive workers is to create and/or reinforce the notion that private sector workers are carrying public sector workers on their backs and that it is time to reduce this burden.

One of the potential — and probably hoped for — results of this propaganda is that, if private sector workers become convinced the growth in employment and wage bill of the public sector is responsible for their distressed situation, it could create a serious division in the labour movement and allow government to go ahead with cuts in the public sector without encountering any serious opposition. This could also create dissension in the public sector, with the various groups squabbling

between productive and unproductive labour only has validity in a system based on profit. (The concept does not mean that welfare workers, professors of religion, and the like produce services that do not benefit mankind, but rather that they do not produce value and profit.) This can only be done effectively, however, if C.A.U.T. is a part of the mainstream of organized labour in Canada, i.e., a part of the Canadian Labour Congress.

(2) One of the paramount concerns of faculty members and the C.A.U.T. is the question of academic freedom. Academic freedom is, of course, threatened in the current economic and political climate. The obvious threat stems from the actions of reactionary governments such as those in British Columbia and Alberta, which use legislation to curb the rights of faculty members to unionize. Less obvious, but nonetheless real, is the threat to academic freedom posed by the cutbacks in expenditures on university education. Under conditions of retrenchment, university administrations will be preoccupied with protecting those programmes which are regarded with favour by the paymasters of the system — grants commissions and cabinets — rather than seeking to perpetuate those elements of the curriculum which give the university integrity and content. Moreover, university administrations are almost certain to use such a situa-

tion to rid themselves of faculty members who are in conflict with the policies and actions of the administration.

Trade unions as an institution are the main defense of democratic freedoms — including academic freedom — in our society. Consequently, if the C.A.U.T. is serious about maintaining the scope of academic freedom, it must align itself with the trade union movement.

What these two reasons add up to is the simple fact that the broader interests and objectives of faculty members in Canadian Universities coincide with the interests and objectives of other trade union members in Canada. It follows, therefore, that C.A.U.T. should acknowledge this coincidence of interests and objectives by affiliation with the Canadian Labour Congress, not just because such a move would strengthen C.A.U.T., which it will, but also because such a move would strengthen the C.L.C. and the Canadian trade union movement in general. Let's get on with it.

Affiliation with the Canadian Labour Congress would be a logical — and essential — extension of the unionization movement amongst university faculties in Canada...

emphasis. However, the fact that the distinction between productive and unproductive workers is once again finding its way into the rhetoric of politicians and the columns of financial scribblers, implies that a move in this direction is definitely in the works. Specifically, the purpose of this increasing stress on the distinction

amongst themselves over the distribution of available resources — a squabble, incidentally, in which C.A.U.T. is likely to end up on the short end. C.A.U.T. has the intellectual and other expertise required to counter the propaganda of government and the business sector by demonstrating that the distinction

Errol Black is President of Brandon University Faculty Association. This article was originally prepared for circulation to the BUFA executive in order to stimulate discussion on the question of CAUT affiliation with the C.L.C. and BUFA affiliation with the local labour council.

Seniority in the University

by Mark Thompson

Seniority is a subject traditionally thought to be irrelevant in a university. Faculty members frequently speak of the "community of scholars", whose members are differentiated only by ability or ambition. The stated duties of a professor change only slightly from his or her first position as an assistant professor until retirement. There is no elaborate administrative hierarchy in most universities.

Despite these appearances, seniority has long been a part of university life and promises to be more important in the future. Existing practices incorporating seniority on an informal basis will probably become formal. Indeed those faculty members who most vigorously deny the existence of seniority are typically persons enjoying tenure, influence in university governance, and relatively high salaries, all conditions dependent at least in part on their length of service. Most tenure and promotion systems include time limits for consideration of faculty members for personnel actions, for the protection of individual professors and the university. Frequently, specified periods of service become minimum requirements, adding to the importance of seniority as a criterion for decisions. Similarly, persons with long service are more likely than their junior colleagues to have mastered the internal politics of a university and thus sit in senates, chair major committees, etc. Analysis of salary data reveals that professors over sixty years old typically earn 1.6 or 1.7 times as much as their colleagues between thirty and thirty-four years of age. Since evidence of faculty productivity scarcely supports such differentials among age cohorts, one can only conclude that seniority is a dominant factor in the determination of an individual faculty member's salary. To be sure, there are exceptions to all of these generalizations, i.e., highly paid or influential junior faculty, or professors with long service who have not reached the upper echelons of salary, influence, or reputation (through choice or lack of ability). These exceptions, important in many respects, remain relatively unusual in most universities.

In the industrial context, where seniority is a factor in many decisions, the subject generally becomes most prominent during periods of low growth or stagnation. When there is expansion in an organization's labour force, all employees tend to have low seniority and little concern for their relative positions. As the prospects for growth diminish and the likelihood of contraction increases, employees concerned about their future prospects begin to examine the criteria (including seniority) used to allocate jobs, promotions, etc. Universities seem to be following this path too. Recently, the York University Faculty Association negotiated a strict seniority clause covering layoffs, apparently the first such provision in Canada, although most unionized American universities have such clauses.

Given the increased interest in seniority in Canadian universities, the purpose of this article is to examine some of the implications its application may have. Faculty members who have had direct experience with the subject may wish to add to this discussion in the *Bulletin*.

Value of seniority

Seniority may be defined as the application of the criterion of length of service in the allocation of benefits and rights among a group of employees. Seniority, when contrasted with other criteria, e.g., subjective evaluation, competitive ex-

mination, etc. has the principal virtue of objectivity. Except in rare cases (some of which are discussed below) there is no real disagreement about the amount of an individual's seniority. Since rights and benefits are limited, management, and a union where there is one, must choose which employees are to enjoy the specified rights or benefits. Use of seniority typically forestalls charges of favouritism or discrimination by either the employer or a union, thereby making the task of allocation easier politically.

The use of seniority in all contexts also reflects value systems and practical experience. There is a growing (though not universal) belief among employers and employees that long-service workers are entitled to greater security and superior benefits as a matter of justice. Employees are thought to acquire equity in their jobs through long-time contributions to the organization. Practical considerations also exist. Where seniority is a consideration in layoffs, for instance, the burden of displacement falls most heavily on younger employees who are best able to adjust to changing circumstances and likely to suffer fewer hardships and inconvenience due to layoffs. In the university context, reference to seniority in layoffs might protect faculty members who were employed at the low salaries that prevailed in the postwar years, thereby enabling them to build equity in pension plans, etc.

Many employers have found that seniority can be a reasonably good predictor of performance, particularly in positions where there are linear promotion systems. For instance, a senior employee may claim a position he once held if the work force is being reduced. In many industrial contexts, jobs are highly standardized and management discretion is not particularly important in filling such positions. Moreover, seniority provisions encourage long-service employees to remain with an employer, even if there are temporary layoffs or reductions in the work force.

By contrast, of course, seniority plans can create severe problems for employers and employees, among them, an aging labour force poorly adapted to emerging needs of the organization, difficulty in recruiting employees when cutbacks are a likely possibility, elimination of recently-hired minority members, an inability to promote more able employees, etc. These arguments have been frequently raised in the university context to argue against any formal (or even informal) use of seniority to make certain decisions. To analyze the positive and negative aspects of seniority in a university it is necessary to examine several aspects of the problem, especially the uses of seniority, the scope of seniority units, and the relative weight given seniority.

Uses of seniority

Earlier seniority was defined as a criterion for allocating benefits and rights. Indeed one can distinguish benefit seniority and rights seniority. Thus seniority may be used to allocate promotions, by specifying minimum periods in one rank as a condition for promotion to a higher rank; pension benefits, by calculating payments according to service and salary; other fringe benefits, e.g., sabbaticals, parking spaces, office space, etc. Similarly, rights, such as layoffs may be based on seniority, or work assignments, for instance the right to more desirable teaching duties or opportunities to fill positions carrying extra pay. As mentioned earlier, salaries can be related

to service, as occurs in many universities where all faculty members receive a general increase of the same magnitude and there are no effective salary maxima by rank.

This partial listing of the uses of seniority should indicate that reference to seniority for one category of decision need not require that it be taken into account for other actions. Seniority might be used for benefits, but not rights for instance, or layoffs but not teaching assignments, etc. In general, seniority is most effective for all parties in more routine decisions, e.g., pension benefits or promotions, perhaps, where duties do not change markedly. It is most difficult to administer in situations where individual differences or particular requirements are significant. Rotation of teaching

unit.

The third feature of seniority is the relative weight or importance it is accorded. Seniority is seldom used without exception in making any personnel decision, and its relative importance varies considerably. The most common example of this feature is the balancing of length of service and ability in decisions concerning promotions and transfers. Variations in contract language are endless, but the two most important categories for the university context may be "fully qualified" and "equally qualified". The first means that any employee who meets at least the minimum qualifications for a job may bid for it, and the most senior of the applicants receives the position. The "equally qualified" criterion goes the other

In the industrial sector seniority becomes most prominent during periods of low growth and stagnation...

assignments, on a seniority basis for instance, might be wasteful of faculty energy and harmful to the quality of instruction.

Scope of seniority

The second aspect of seniority is its scope or area, i.e., the organizational unit in which seniority is defined. In manufacturing, seniority units may be occupational, departmental, or plant-wide. Unions typically argue for the widest possible unit of their members, i.e., the plant (or occasionally the company), while management seeks the narrowest unit practicable, such as an occupation. In a university, the unit might be university-wide, faculty-wide, or departmental. Where there is more than one campus in a university, the campus might be an intermediate unit. Unions argue for wide units to afford their members the maximum protection, permitting employees for all departments in a plant to bid for promotions, or ensuring that all employees with a given seniority level are laid off before any more senior employees are affected. Employers seek narrow units to minimize the disruption to their operations by "bumping", i.e., the displacement of job holders by more senior workers. This consideration is most apparent in the case of layoffs, and where units have differing average service levels. Thus, junior employees might be located in a unit for which there was ample work, or even an average demand for work. Narrow seniority units eliminate the need to shift senior employees into new jobs for which they may be less qualified than the incumbents. Among faculty, if enrolments in department A are falling, while the number of students in B rises, a departmental seniority unit enables the institution to maintain the B courses, while laying off junior faculty in A. A wider unit might cause either the severe limitation of B's offerings or the staffing of courses by unqualified personnel. Where a university-wide seniority unit exists, this fact may also severely inhibit recruitment of junior faculty in growth subjects, since they will face layoffs regardless of the demand for their courses. In effect, this provision may freeze the distribution of faculty among subject areas at the time it is adopted.

Taking the first two factors together, it is apparent that the seniority unit may vary for different purposes. Pension rights are best handled on the widest basis, while work assignments are usually regulated within a relatively narrow

way. Only if two or more employees have equal qualifications is seniority used to make the decision. The first type of provision obviously benefits the senior employee more than the second. Where a university is facing layoffs and contemplates internal transfer to redress imbalance in staffing levels, the distinction may be crucial. A faculty member redundant in department A may be fully qualified to teach in department B (or can become so after a specified period of study). In that sense he is fully qualified. But he may well not be as qualified as external candidates or incumbent faculty members with primary training in subject B. Thus language permitting the university to select among equally qualified candidates may render the right of transfer among academic departments virtually meaningless.

Another exception to the mechanical application of seniority is the use of superseniority in layoffs. Both the employer and the employee organization may wish to protect certain individuals from layoff. These persons may be designated by name or by title in advance, or the collective agreement may specify a maximum number of such designations. Employers use super seniority to guarantee that they will be able to fill a few key positions with individuals of their choice. This right is especially important where skill requirements have changed over time or are highly specific and represents an abridgment of the usual area of seniority. Labour organizations most frequently invoke such clauses to protect their officers against layoff at a time when experienced leadership is especially necessary. It is easy to conceive of both parties in a university seeking superseniority rights for reasons similar to those underlying the practice elsewhere.

A third variation on the rigid application of seniority is the designation of qualifying periods for seniority rights. Ordinarily, seniority rights commence with the date of hire. But for some purposes, there may be a period after hire during which the employee does not enjoy all the rights of seniority. Many pension plans require a minimum period of service before an employee is covered and a longer period to gain a vested right to the employer's contributions made in his behalf. Where seniority governs transfer, this right may not be obtained immediately, largely to avert the need to move many relatively junior

Cont'd on next page

Librarians and Collective Bargaining

by Tom Eadie

Librarians in Canadian universities have, like their faculty colleagues, only recently become involved in collective bargaining. As a general rule, librarians and faculty have embarked on this fashionable enterprise together. It is doubtful if this turn of events would have seemed likely in 1960. Neither librarians, nor, for that matter, faculty, had distinguished themselves as unionists, and, while librarians had for years sought academic status, membership in faculty associations, and related rights and responsibilities, they had not, for the most part, been successful. Certain trends and events in the intervening years, which I shall attempt to characterize broadly (and, no doubt, simplistically) have brought about changes in the library profession, and in the university, which have made the improbable commonplace.

Growth in the 1960's

In response to government policies, and population pressure, universities experienced tremendous growth during the 60's, as did their libraries. Graduate programmes were established or expanded to provide the faculty and librarians to staff these enlarged institutions (though most of the vacancies were long filled by the time graduates from these new programmes became available for employment). So far as libraries were concerned, more than simple growth was involved: collections, of course, grew to serve enlarged academic communities, but the new budgetary climate meant that libraries could afford to take on tasks scamped in the past. They hired subject specialists to help develop the expanding collections, sought librarians with teaching experience to instruct students in the use of library resources, with

backgrounds in publishing to edit library publications, with computer training to adapt the new technology to library needs... And in part, libraries found these new librarians with advanced degrees and specialized training among those graduates of the new programmes who did not find teaching posts waiting for them in the 70's, and went on to qualify themselves in librarianship.

Academic libraries have always attracted individuals of scholarly interests. But the factors identified above, plus an oversupply of library school graduates which has enabled university libraries to be highly selective when hiring, have resulted in a new population of librarians more interested in affiliation with faculty because of their academic background, and possibly perceived as more acceptable as colleagues, by virtue of their qualifications and responsibilities, than the older generation with pass B.A.'s and B.L.S.'s who were perhaps thought to be chiefly responsible for signing out books. (This, of course, was a far from accurate perception of the librarians of two decades ago, and one surely not held by a majority of faculty at the time, but there may be enough accuracy to the contrast I have overdrawn to account, in part, for the change in librarian and faculty attitudes.)

Collective action

A very familiar set of concerns can account for librarians' more receptive attitude towards collective bargaining (as compared with 1960); as members of a traditionally underpaid profession no longer prepared to accept short commons gracefully, librarians have the dubious pleasure of watching the salaries of comparable professional

groups such as teachers progressively exceed theirs at a robust rate, while they lose ground as their increases over the 1970's fail to match inflation.

Declining university budgets raise the issue of layoffs, or the declaring of positions redundant, and threaten job security. The recognition that government control of university financing means that political, rather than educational, priorities determine budgets, can lead to a determination to find some way to bring power to bear, when reason will not avail. These concerns will be familiar to all academics. Further factors include dissatisfaction with the (common, though not universal) library system which provides promotion opportunities only in terms of administrative advancement, unhappiness with the (common) failure to provide study leave and/or access to research funds for librarians, etc.

Community of interest

When librarians at a particular institution contemplate joining with faculty to seek certification, some will express the concern that this may result in their being required to obtain Ph.D.'s, and publish a certain number of articles a year in refereed journals, if they are to hope for advancement beyond the beginning rank, or obtain a continuing appointment. They will point out that such requirements would often be either irrelevant, or unreasonable: that the doctorate would represent overspecialization in most library contexts, and be less valuable than two masters degrees, that a large measure of their professional skills are acquired on the job that identical publication requirements to those of faculty constitute a hardship in the context of a 35-40 hour work week, 11 month working year job requirement which make no allowance for research time. And at least some faculty members, when the notion of admitting librarians to faculty associations and faculty bargaining units is first mooted, will point out that librarians do little classroom teaching, many

none at all, and that this clearly establishes that they can't be considered teaching faculty.

These difficulties are preliminary, and readily overcome: the relationship between librarians and faculty is one of similarity, not identity. Librarians are "a closely allied professional group whose ultimate function, aiding and furthering the educational goals of the University, converges with that of faculty, though pursued through different means and in a different manner" (to quote a National Labor Relations Board decision admitting librarians to the faculty bargaining unit at New York State University in 1973).

Unfortunately, this particular solution creates another problem. If librarians are treated as identical to faculty, they at least enjoy all the benefits negotiated in an agreement, and fall heir to all the requirements and responsibilities. But if they are not to be treated identically, then what faculty benefits should they enjoy? And what requirements should be modified when applied to them? Do librarians have to negotiate first with the faculty association to try to ensure that appropriate demands are then presented to the university administration across the formal negotiating table? This could double one's chances of losing important points.

This difficulty would seem to have remained largely hypothetical. Librarians I have talked to at institutions where bargaining has taken place (or is taking place) have all testified to the support they have received from faculty, often in the face of administration attempts to fragment the bargaining unit by tacitly offering to concede faculty demands at the cost of librarians' benefits. Nevertheless it is important that librarians remain alert to possible dangers here. After all, there are a number of institutions where faculty associations are not prepared to admit librarians as full members at this

Cont'd on next page

SENIORITY... from p. 12

employees in the case of layoffs. Unprotected employees may bid for vacant jobs, but only challenge the employer's decision on the grounds of discrimination or the like. Universities facing reductions and who hire junior faculty on short-term terminal contracts are essentially doing the same thing. Establishment of a minimum period of service for eligibility could accomplish the university's purpose in a more direct fashion.

Problem areas

Any seniority plan, no matter how carefully drafted, will create problems in its administration. Indeed these plans have been described as "full employment acts for labour arbitrators". As always, anticipation of likely problems may prevent subsequent grievances and misunderstandings. Seniority in universities raises at least five problems that should be considered when drafting such a provision.

One rather specific problem is credit for service outside the seniority unit. In most universities, academic administrators are selected from among faculty, maintain their faculty rank, and may revert to faculty status upon completion of their terms as administrators. The question then becomes, how should administrative service be treated (assuming the administrative position is outside the seniority unit)? Three major possibilities exist. Administrators (or other faculty members who leave the seniority unit but not their university) could lose some or all of their seniority rights. They might forfeit reemploy-

ment rights, though not pension rights, for instance. A second possibility is that administrators retain existing seniority rights upon taking their new positions, but do not accumulate additional seniority during administrative service. Thirdly, they may retain and accumulate seniority during their time outside the unit. The first alternative is an unlikely one, since it would discourage applications from academics for administrative posts and force universities to pay administrators much higher salaries in order to compensate candidates for their loss of security. Acceptance of either of the latter two alternatives may depend on traditional faculty-administration relationships, past practice regarding the return of administrators to faculty positions, and the pattern of seniority held by faculty. A similar set of issues could arise in the cases of faculty who switch from part-time to full-time service and back.

A second problem of special concern to the contemporary university is the impact of seniority on the representation of women, minorities, and Canadians in some departments and universities. A rigid seniority provision locks the faculty into past hiring practices. If most women or members of some other group have been hired in recent years, the strict application of seniority in layoffs will undo the efforts to change hiring patterns. Virtually all unionized U.S. universities have adopted rather rigid seniority clauses governing layoffs. When these clauses have been applied, however, high proportions of female and minority faculty members were affected, thereby putting the univer-

sities in contravention of equal employment guidelines. Therefore, in practice the strict seniority clauses may be unworkable. The obvious response is to include minority status as a factor which may be used to modify the strict application of seniority. Such a requirement might be politically difficult to adopt in Canadian universities and might well be illegal where there has been no determination that past hiring was discriminatory.

The notion of tenure raises a number of problems in connection with seniority. Should tenure be considered in allocating seniority-related rights and benefits? If two equally senior faculty were facing layoff, is there a case for giving preference to the tenured individual, since the holding of tenure presumably implies a higher standard of performance than its absence. Should tenure carry a measure of superseniority? More vexing is the short-service professor awarded tenure upon appointment as an associate or full professor. Should such a person receive credit for past service elsewhere? If this is not done, mobility of faculty may be greatly curtailed. Yet this solution creates political problems and perhaps ethical issues regarding a university's obligations to its long-service employees.

Seniority rosters create complex difficulties when they must be merged, usually when the employers merge. Should two Canadian universities merge or one take over part of another, how would seniority be treated in the surviving or new institution? If the average age of faculty

in the two universities (or within departments if smaller seniority units are defined) differs greatly, senior members of the younger faculty might suffer greatly from a merger. This type of situation points up a fundamental difficulty with seniority — it often pits employees against each other and inherently grants benefits to some at the expense of others. Labour and management in the U.S. have worked out a number of complex systems for dealing with merged seniority lists, often to guarantee adequate minority membership in the new labour force. Some of these might be useful in universities.

A final difficulty with seniority concerns hiring dates. Most Canadian faculty have a hiring date of July 1 at their universities. It is thus quite normal that a large number of faculty will have hiring dates identical in day, month, and year. One way to distinguish among them is to use the date of their offer (or acceptance) of employment, where hiring dates coincide. There is also the problem of unpaid leave and its possible impact on a faculty member's place on a seniority roster.

On balance, carefully drafted seniority clauses in university collective agreements or similar documents should not pose great difficulties and could improve the climate for many decisions by clarifying rights and obligations.

Mark Thompson teaches at the Center for Industrial Relations, U.B.C. He is currently on a sabbatical at the Dept. of Economics, University of Texas.

LIBRARIANS... from p. 13

time. At such institutions, librarians would presumably be appropriately cautious about entrusting their needs to a freshly unionized faculty association suddenly prepared to admit them as members. They would have to assure themselves that the nature of librarians' work, and their particular requirements, were fully understood, and sympathetically received.

Governance

One area where difficulties could well arise is that of Governance. Many agreements in effect approach the Library as analogous to an academic Faculty. In respect of size, such a comparison is apt. In terms of administrative superstructure, though, the better comparison might be with the university as a whole, with the following structural comparisons being made:

University President	- Chief Librarian
Vice-Presidents	- Associate Librarians
Deans	- Assistant Librarians
Department Heads	- Department Heads
Faculty members	- Librarians

Clearly, this pairing of structures does not entail equivalent responsibilities at matching levels. But it does indicate that libraries are more administratively articulated than are faculties.

The relative complexity of Library structure and the high proportion of librarians holding administrative posts results from the functions a library has to carry out to fill its role. It is clear from this, though, that some problems would arise from simply treating matters of library governance as though they were identical to those to be found in the governance of, for example, a Faculty of Arts. Additionally, there is an element of supervision to be found in libraries which does not have a clear analogue in faculty situations. In part, this

results from the large numbers of support staff working in libraries: there are generally 4 support staff for every librarian. Additionally, there is the requirement that a library department function as a team, in a way that an academic department is rarely required to do—this makes the library department head more of a manager than his academic counterpart. This sketch may indicate why many librarians perceive problems in adopting, *holus bolus*, a governance structure modeled too closely on that of an academic faculty.

By original intention, this article would have given an account of the extent to which librarians are currently involved in joint efforts with faculty in collective bargaining. Another current problem has severely modified this intention: the lack of readily accessible information bearing on this topic. Some trends are clear. Librarians are joining forces with faculty on an accelerating basis, and, concomitantly, collective bargaining is on the increase. In one case where librarians had opted for affiliation with a trade union, rather than join a faculty bargaining unit, the situation has reversed itself: librarians at the University of Ottawa had been offered associate, non-voting memberships in the faculty association, and chose instead to join C.U.P.E. Now they have decertified, have been admitted to the faculty association as full members, have had voluntary recognition extended by the University and are currently negotiating an agreement. In Nova Scotia, where the provincial labour relations board has excluded librarians from faculty bargaining units, librarians are nonetheless members of faculty associations in

Cont'd on p. 19

UNIVERSITY OF REGINA

Department of Computer Science

Applications are invited for a faculty position in Computer Science at the University of Regina. This expanding Department is interested in individuals with a Ph.D. and an active interest in Operating Systems, Programming Languages or Computer Systems. Applicants with related interests will also be considered. Depending upon qualifications and budget allocations a term or probationary appointment may be made in the rank of assistant or associate professor effective July 1, 1978. The current salary ranges are \$16,997 - \$24,647 and \$22,307 - \$31,517 respectively.

Enquiries and applications should be directed to:

Dr. L.R. Symes, Head
Department of Computer Science
University of Regina
Regina, Saskatchewan S4S 0A2
Canada.

Université de Montréal

Faculté des Arts et des Sciences

DÉPARTEMENT DE CHIMIE

Le Département de chimie de l'Université de Montréal sollicite des candidatures pour un poste régulier de Professeur en chimie organique ou analytique. L'engagement est prévu pour le 1er juin, 1978 au rang de professeur-adjoint; les candidats aux rangs plus élevés seront cependant considérés. Le candidat doit posséder le Ph.D. en chimie, avoir une expérience postdoctorale et être familier avec la spectrométrie de masse, haute résolution, couplage avec la chromatographie et mini-ordinateurs. Il devra participer à l'enseignement aux niveaux du baccalauréat et des études supérieures et développer un programme de recherches personnelles axées sur les applications de la spectrométrie de masse. Les intérêts du candidat en recherches doivent permettre une forte interaction avec quelques-uns des champs suivants: chimie biomédicale, chimie organique-physique, produits naturels et/ou environnement. La collaboration avec d'autres groupes de recherches dans l'université ou dans d'autres établissements est souhaitée.

Date limite: 28 février, 1978

Prière d'envoyer un curriculum vitae ainsi qu'un bref exposé du programme de recherches et trois lettres de recommandation à:

Yvon Sicotte, directeur
Département de chimie
Université de Montréal
C.P. 6210, Succursale A
Montréal, Québec, H3C 3V1
Canada.



BISHOP'S UNIVERSITY

Invites applications for the position of

DEAN

The Dean is the senior academic officer of the University. He is responsible to the Principal for the execution of the academic policies of the University, and, in the absence of the Principal, he exercises all the Principal's powers. His term of office is four years and is once renewable.

Bishop's is a small, residential English language university located 90 miles East of Montreal, with a tradition of close relationships between Faculty and students. Commitment to sound scholarship, and ability to communicate with and to lead Faculty and students are therefore qualities to which the Search Committee attaches great importance. Fluency in the French language is highly desirable.

The present Dean's term of office expires on 30 June 1978. Inquiries and applications (including the names of 3 referees) should be directed to:

Dr. D.F.J. Hilton, Secretary
Search Committee for the Dean
Bishop's University
Lennoxville, Quebec
J1M 1Z7

Laval University: one year after the strike

by André Coté

On January 11, 1977, after 107 days of strike and five weeks of intensive mediation, the Syndicat des professeurs de l'Université Laval (SPUL), which had been certified since January 31, 1975, signed its first collective agreement with the University; the agreement was for a duration of three years, but half that period had already passed. It is thus that one year after the strike, almost to the day, the union is primarily concerned with preparing to negotiate its second agreement. What has happened during this year, and what are the prospects for the coming months?

During the past year, the new work system provided for in the collective agreement has been put into practice by new teams set up by the administration on the one hand and the union on the other, all in the context of a compressed academic year.

It was the back-to-work agreement which, in order to ensure that students would receive an education equal in quality to that provided under normal circumstances, stipulated that the 1976-77 academic year was to be compressed into two thirteen-week sessions extending from January 10 to July 8, 1977, with a shortened summer session ending on August 28. As a result of this arrangement, everyone found that his time was fully occupied; there was little energy or enthusiasm left for carrying on meetings to study the collective agreement and its implementation.

At the same time, and by pure coincidence, the beginning of 1977 marked the end of the first five-year mandate of the rector then in office. Shortly after the return to classes, the University's electoral college decided not to renew this mandate, and new team eventually formed by the succeeding rector understandably needed a certain amount of time to get a firm grip on the reins of the University and master the various workings of its administration. In spite of the new team's obvious good will and enthusiasm, the necessity of adapting to new duties, together with the need to organize or reorganize various sectors of activity, definitely played a role in relegating implementation of the new agreement to a relatively low position in its order of priorities. At the same time, the annual election of union delegates and officers also produced a renewal of leadership which was of rather unusual magnitude although very understandable, for after three of four years of sustained efforts to form the union, obtain certification of the bargaining unit and prepare and negotiate the first collective agreement, it was not at all surprising that the core members of the existing team were rather worn out and anxious to return to research or teaching duties that had been somewhat neglected, or to take a sabbatical year or professional development leave which in many cases had long been postponed. The overall result of this situation was that while the emergence of two new teams helped considerably to lessen tensions brought on by the confrontations of the strike, it was also the cause of certain faltering or awkward actions and delays in the establishment of the new work system provided for in the collective agreement.

This new system was rather different from the preceding one, and for the existing teaching staff it involved a transition period that was somewhat difficult, in terms of both practical integration into it and a certain amount of psychological adjustment.

As regards pay and financial security, the collective agreement, while it maintained more or less the status quo with respect to fringe benefits, considerably changed the salary structure; its effect was to reduce differences, both vertically — between the lowest and highest salaries provided for in the salary scales — and horizontally — between salaries within groups of the same age and rank, and in relation to salaries not included in the scales. The placement of individuals within the salary scales required much time and effort on the part of both the University and the union, owing to the fact that the rules governing this operation were somewhat complex and difficult to interpret, but nevertheless this gave rise to relatively few disputes. On the other hand, the task of distributing the amount provided for in the collective agreement to take account of specific salary differences relating to the job market caused the administration considerable difficulty, and no action has yet been taken in this regard, much to the disappointment of certain professors in certain fields...

As regards careers, the changes were numerous and profound. The collective agreement set up a complex system for selection and hiring which conferred on the head of the UPA (unité pédagogique et administrative — teaching and administrative unit) the initiative of formulating selection criteria, and gave the assembly the power to appoint the selection committee and exercise veto power over applicants retained by the committee for eventual hiring by the vice-rector. The agreement also provided for hiring of applicants with a PhD or its equivalent, or, in its absence, a professional development program leading to it, as set out in the hiring agreement; a probation period to be followed either by an offer of associate professorship and the tenure associated with it, or by dismissal; the right to a sabbatical year at full salary; and finally, promotion at the rank of full professor solely for professors who had made an exceptional contribution to their scientific or professional field or to society. In addition, in order to ensure fairness and prevent arbitrary or discriminatory treatment, the agreement stipulated that the professor's file would henceforth be the only element considered in any evaluation of the latter, and this file, which would be open to the professor at all times, would contain no anonymous documents. Moreover, in order to ensure effective protection of academic freedom defined by the agreement as the professor's right, the professor obtained the right to appeal a denial of tenure and the right to grieve in the event of nonrenewal of his initial contract, in addition to partial job security during probation and total job security upon obtaining tenure. Finally, in order to ensure that the professor truly participated in his work environment and thereby assumed a measure of responsibility for it, it was decided that such responsibility would be exercised at the level of the smallest organizational unit within the University, and the principle of collegiality was extended to apply not only to the selection of new professors, but also to the establishment of criteria for PhD equivalence and promotion, as well as to the distribution of duties and the assignment of individual work loads. Professor participation and the particular system of collegiality provided for in the collective agreement have been

quite successful in dealing with selection and hiring, as well as with the distribution of duties and the assignment of individual work loads. However, in terms of the establishment of criteria for PhD equivalence and promotion, much less success has been encountered. Only about 20% of the units have completed this task. Apart from the intrinsic difficulty of the task and the lack of time available because of the shortened sessions, it would appear that this relative lack of success must be blamed on the defensive or self-seeking attitude of various administrators and professors, which has led them to prefer to adhere to the standards in effect at the University at the time of the signing of the collective agreement rather than to attempt to establish new criteria that are more strict. This attitude clearly runs counter to the spirit if not the letter of the agreement, and it will likely find expression in numerous grievances being vainly appealed or taken to arbitration in the coming weeks. However, some feel that this is merely due to the normal slowness in the change of attitudes and believe that the system will be functioning normally by the time the next promotion period arrives.

As regards the settlement of grievances, the record is extremely positive: 90% of the grievances filed have been settled by the joint committee provided for in the agreement, before reaching arbitration or the appeal committee. Moreover, owing to regular meetings between the vice-rector for professional and student affairs and the president of the union, it has been possible to identify various general problems relating to implementation of the collective agreement and to alleviate them by reaching informal agreement on the interpretation to be given to the collective agreement or by following the more formal procedure of signing letters of understanding to be appended

to the agreement. This, then, is a brief summary of what has transpired in the past year.

What can we expect in the coming months?

The union has deliberately centred all its activities around the collective agreement; union activities thus move through three cyclical stages. The first involves the preparation of a draft agreement and is a period of internal negotiation within the union. The second involves negotiation of this draft agreement and is a time of confrontation with the University administration. The third, finally, is the stage in which the collective agreement is implemented; this is a period of relative peace and cooperation with the administration. At the present time, we are nearing the end of the third stage and preparing to return to the first. We have proposed to the administration that before the process of internal negotiation too firmly defines positions within the union, a period of "pre-negotiation" be arranged for the purpose of establishing "ground rules" for the coming confrontation. These ground rules, by mutual consent, could determine not only the form that negotiation will take but also the general limits of the subjects to be negotiated, using the current agreement as a point of departure. Although the University administration has agreed in principle to such a period of pre-negotiation, it seems to be hesitating to commit itself to this manner of proceeding. It is to be hoped that it will decide to do so, and to do so in sufficient time. The coming confrontation is necessary in the context of the Labour Code, but it is not necessary that this confrontation should always lead to the strike or lockout for which the Code provides. One year later, this is what everyone at Laval is hoping.

Prof. André Coté is President of Laval University Faculty Union.

'Special Plan' bargaining Model best suited for U.B.C. faculty

by R.H. Roydhouse

In 1975, UBC Faculty members voted by a small majority to forego certification under B.C.'s Labour Code, and to seek their contractual arrangements under general contract law.

It can never be said that such an issue is permanently settled, and that is especially true at a University. But no issue dealt with by the Association, in the last 15 years, was less controversial.

Since, then the subject of certification has arisen chiefly in response to such external stimuli as CAUT publications and Provincial Government initiatives. The provocative act of the B.C. Provincial Government (Bill 91) removed, by law, the possibility of application for certification; nevertheless interest in doing so has remained minimal.

I am, of course, unable to join the legal argument about the enforceability of contracts reached under the "Special Plan", although I believe the lack of precedent is the source of the confusion and argument. What considerations led UBC Faculty to choose as they did? How could we meet whatever legal pitfall may be associated with that choice? What follows is a personal opinion.

Labour law in Canada, especially in B.C., grew out of relationships in industrial employment. It assumes the presence of not just occasional and limited conflicts of interest, but of overwhelming and continuing conflict, such as exists between large forest

product companies and the associated unions. It assumes the existence of "each side of a bargaining table" of an entrenched and opposing interest, attempting to "control" the interests of the other side. Such a model makes it possible, even mandatory, for representatives on each side to abandon, or oppose, any concern for the interests of the other side. One cogent reason for this is that the representatives on the "other side", more than ably represent their own interests!

That such a model has proved best, or the least undesirable, for the regulation of the struggle between the moguls and someone pulling lumber off a "green chain" says very little for its suitability at a University.

The interests of University Faculty are different. They include an interest in retaining and even enlarging their role in "the management" of a University; that is, an interest in being able to "sit on the other side of the table", from time to time. That interest, in the judgement of the UBC Faculty members, would be ill-served by adopting a model which so rigidly positions people at Bargaining Tables, and makes them liable thereby to the consequences. As well, the diversity of professions, the complexity of academic professional units and their inter-relationships puts some individuals on both sides of the table, albeit different table. Both these factors reduce the proportion of Faculty

Cont'd on p. 16

Non-Certified Agreements: the Toronto approach

by Jean Edward Smith

In the September issue of the CAUT Bulletin, G. England and I. McKenna present the case against non-certified collective agreements.¹ Essentially, their arguments are three-fold: 1) such agreements are not enforceable in the courts; 2) there is no recourse to procedures guaranteed by provincial labour relations boards; and 3) there is no right to strike. All of these criticisms are valid. And the question which local associations must ask is whether they outweigh the advantages which a non-certified agreement can offer.

At Toronto, we do not believe they do. In fact, there are many members of our academic staff who see these drawbacks as positive advantages. The issue involves traditional university values. Precisely because there is no retreat to the courts, the Labour Relations Board, or the strike, the employment problems which faculty confront must be settled within the university context. The result is to reinforce existing academic collegiality, and to avoid the strict employer-employee dichotomy which certification (by definition) entails. In this sense, a non-certified collective agreement is seen to be most consistent with the basic purposes of the university. It avoids the often bitter struggle over union certification (highly divisive in itself); and by stressing compromise and mutual accommodation, it can guarantee to faculty members and librarians their basic needs pertaining to terms and conditions of employment without intruding yet another outside influence onto the campus. In brief, such agreements — with good will on both sides — can do much to preserve an environment in which learning and scholarship properly take first place.

Dissatisfaction with governing structure

The impetus for faculty collective bargaining at the University of Toronto arose from dissatisfaction with the University's top governing structure, exacerbated by a central administration which appeared increasingly remote from faculty concerns. In the view of many faculty, the University of Toronto's experiment with unicameralism had submerged the legitimate employment interests of faculty beneath the claims of a welter of competing estates: students, support staff, the general public and alumni. The politicization of these conflicting claims in Governing Council led to the recognition by academic staff that collective action was necessary to preserve their position in the university community. Economic concerns (including job security) were secondary throughout.

Equally important, the faculty — which is weighted heavily toward senior ranks and professional schools — was exceedingly reluctant to seek union certification. Part of this reluctance doubtless reflected archaic intellectual arrogance: a disdain for trade unionism as something beneath the academic profession. But a more profound reason was the unease with which faculty viewed a union bureaucracy inserted into the academic setting. This unease was revealed in a poll taken by UTFA in the Spring of 1976: two-thirds of the academic staff voted in favour of a more formal employment relationship with the University. But the possibility of unionization was defeated by an equivalent two-thirds majority.

UTFA interpreted these results as a mandate to proceed toward a non-certified collective agreement. The

Association's proposals were drafted over the summer of 1976, and endorsed by 74% of faculty members and librarians in an October referendum. The University's Governing Council accepted these results as a legitimate expression of faculty opinion, and negotiations commenced in December. In March, negotiations broke off completely when Governing Council's negotiators refused to concede the minimum guarantees which the faculty considered essential. A new referendum was held, and this time 87% of the academic staff supported the voluntary agreement proposed by UTFA. The increasing solidarity of faculty members and librarians unquestionably was crucial to the resumption of negotiations; and the resulting Agreement — which was concluded one month later — satisfied faculty concerns on all essential points.

No change in policies

At the heart of the Agreement is a commitment by Governing Council not to change basic policies pertaining to terms and conditions of employment without the Association's consent. These policies include the regulations on tenure and appointment, the earning of supplementary income, the employment conditions of part-time staff, as well as policies on various leaves and retirement at age sixty-five. The importance of these provisions — in addition to explicitly recognizing the role of the Association — is to preclude forced early retirement as well as reduction of tenured staff for financial stringency.

A major difference between our Agreement and a certified collective agreement pertains to the bargaining unit. The definition of who is included under union agreements is exceedingly important to the agreements' success. This too can be extremely divisive. Toronto's Agreement pursues the opposite tact. All academic staff, regardless of rank or position, are protected by the Agreement — although they may or may not be members of the Association. This formula of "collegial ambiguity" has proved highly effective. The campus has not been split by jurisdictional squabbles, and the polarization between "employers" and "employees" has been avoided.

In this respect, it is important to note that the Association bargains only for minimums. An individual or group is free to try to do better if they can. The Association has encountered no problems in this respect, and the inclusion of this provision was essential to ensure broad faculty support. It is also required under established laws of contract. (Outside the Labour Relations Act, the courts have always taken a dim view of collective bargaining.)

UTFA also did not seek provisions for the check-off or other forms of compulsory membership. Here too the motivation was consistent with the voluntary Agreement we sought to achieve. If the agreement was to be voluntary with Governing Council, membership in the Association should also be voluntary. And again, the results have been highly satisfactory. Membership in UTFA has increased by over 250 since the Agreement was signed, bringing our total members to a new high of 1,765 — or eighty-two percent of those eligible.

Collegial grievance procedure

A further innovation which our Agreement contains is a collegial grievance procedure binding on both

parties. This too is consistent with our desire to resolve such matters within the University community. The Agreement establishes a Grievance Review Committee of nine academic staff members appointed by the President after consultation with the Association. Each case is referred to a panel of three, whose procedures are governed by the Statutory Powers and Procedures Act. An individual grievor may be represented by counsel if he wishes, and the committee may, with the approval of the grievor, appoint someone from outside the University to chair the panel if it believes it is in the best interest of the grievor and the University to do so. The panel has the right to examine all written material pertaining to the grievance, and to interview anyone who may assist in resolving the matter. The committee has been at work since last summer, and its efforts have been enthusiastically received by all parties. I should add that an internal procedure, aside from the very real advantage of maintaining campus collegiality, is also proving relatively inexpensive.

The civil liberties provisions of the Agreement compare favourably to certified collective agreements. We have attempted to ensure that members of the academic staff will be judged purely on the basis of professional performance. Discrimination for any other reason is flatly prohibited. And for the first time at Toronto, the guarantees of academic freedom are clearly spelled out. Finally, the individual has the right to examine all of his or her personnel files maintained by the University. This was one of the most difficult clauses to negotiate, but one of the most beneficial insofar as assuring that staff members are treated equitably.

The idea of equitable treatment underlies the Agreement's provisions on workloads and working conditions. These are not specified in detail, for the simple reason that in a University as large and diverse as the University of Toronto, such a task would be impossible. Instead, we require that workloads and working conditions be fair and equitable within each department, and the individual may grieve if they are not.

Pursuant to the Agreement we have concluded maternity leave and child care policies which were long overdue. An expectant mother is authorized fifteen weeks of paid maternity leave, and the right to return to her previous position with no loss of pay or benefits. Individuals with child care responsibilities may request reduced teaching loads with a pro-rated salary. These requests "shall not be unreasonably denied".

The method for the annual negotiation of salaries and benefits provides that if the Association or the University cannot reach agreement by January 30 of each year, a mediator (chosen

from an agreed list) will be appointed — and his findings will be binding. The University's Governing Council may, by majority vote, reject the report, but such action would unquestionably create a serious crisis of confidence.

In some ways the most illustrative provisions of the Agreement are those which deal with policy development in areas involving academic input: the status of librarians, a faculty promotions policy, and contractually-limited term appointments. UTFA agreed with Governing Council that it would be difficult to resolve these items at the bargaining table. Instead, we established a series of select committees to recommend policies in these areas. The reports of these committees are now in, and when approved by Governing Council and the Association, will become a part of the Agreement.

Committees resolve major issues

The use of select committees (with agreed membership) to resolve major issues of University policy lies at the heart of the Toronto Agreement. In effect, we have sought to reinforce traditional university procedures through collective faculty action. The Association has been the vehicle through which faculty interests have been mobilized, but it has not intruded itself into areas of policy when individual faculty members and librarians could make more appropriate contributions. In this way, the Association stands as the guarantor of academic collegiality — and to judge from the present mood on campus, these efforts have been largely successful.

Aside from the very real legal distinctions, a voluntary agreement such as that at Toronto differs from a union agreement primarily in terms of style, process and procedure: the intangibles which seek to reinforce traditional university values, to preserve collegial relations and retain the deliberate ambiguity which characterizes so much of the academic environment.

No agreement, whether it is voluntary or certified, can exist successfully without the good faith of both parties. And in this respect, the willingness to bargain in good faith is even more crucial to a voluntary agreement since there is no appeal to the Labour Relations Board. But if the parties are prepared to bargain honestly, then our brief experience at Toronto suggests that the voluntary route may provide faculty with the safety net which they seek, without eroding further the traditions and independence which we cherish in the university.

1. G. England and I. McKenna, "Special Plan Collective Agreements", CAUT Bulletin, vol. 26, no. 4 (September, 1977) pp. 12-13.

Professor J.E. Smith is President of the University of Toronto Faculty Association.

UBC... from p. 15

represented by the Association. For these reasons, and others, the "Special Plan" option was successful. As a result, the UBC Faculty Association still represents 99% of full time Faculty and Librarians.

Unanswered are the allegations of legal defects in "Special Plan" contracts, but that is simple enough.

Where Faculty Associations have clearly and legitimately chosen the "Special Plan" option, as they have at UBC, their associations should seek legislation which overcomes any defects in the legal support for that option, if such is required. Such actions should be supported by CAUT.

UBC Faculty members, and their Association, believe that their

colleagues across the country have adopted models and procedures best suited to the circumstances prevailing at their Universities.

Though we had chosen not to seek certification, we strongly opposed the provisions of Bill 91, which deprived professors in B.C. of the right to do so, partly on the ground that such legislation posed a threat, by way of precedent, to Faculty members across the country who prefer certification.

We urge that CAUT and its member associations adopt a similar position in relation to the UBC Association, and others with special plans, that is, support for choices properly arrived at.

Prof. Roydhouse is President of U.B.C. Faculty Association.

GOVERNMENT... from p. 11

possible under this system, witness the special bargaining arrangements at the University of B.C., the University of Lethbridge and the University of Alberta. These special bargaining relationships fall outside the jurisdiction of provincial labour law, and in the absence of any statutory compulsion to bargain in good faith, there is considerable reliance on goodwill.

Although not as desirable as collective agreements under the jurisdiction of labour laws, legal opinions suggest that special bargaining agreements can provide better legal protection for the rights of faculty. The extent of this legal protection is uncertain but will clearly depend upon the construction and provisions contained in the agreements, provisions of the relevant Universities' Act and also the remedies available at common law. The more formalized bargaining relationship also places a greater moral obligation on the parties to negotiate as opposed to making decisions unilaterally.

Legal problems

In spite of the potential advantages of the special collective bargaining arrangements, their exclusion from the jurisdiction of labour relations legislation raises many legal problems. Such agreements are governed by common law and the lack of jurisprudence in this particular area makes it extremely difficult to predict how such agreements will be interpreted or whether they will be enforced by the courts. This uncertainty makes it necessary to rely on legal opinions which may or may not be upheld by the courts. Reliance on the courts rather than a labour relations board may also be a disadvantage given the reluctance and inexperience of the courts in handling labour dis-

putes likely to arise from this type of agreement. In addition, there may be no appreciation for the problems unique to universities. Common law itself places restrictions on the remedies available even if it could be successfully argued that the university was in breach of the agreement. For example, it is doubtful that the courts would order the university to perform its obligations pursuant to the agreement. It is more likely that the breach would be acknowledged and the courts might decide to award damages.

In contrast, remedies available to a labour relations board are much more extensive and more appropriate for labour relations disputes. One unforeseen advantage of special bargaining agreements may well be that neither the university nor the association or individual faculty member really wants to take a dispute to the courts. This may be a strong stimulus for settling disputes. Looking at the current status of faculty in Alberta and B.C., it can be concluded that in spite of the legal uncertainties, special bargaining agreements have the potential of providing better protection of faculty rights, certainly much greater potential than situations where individual faculty are left to their own resources. However, the best protection is still to be found in collective agreements which come under the jurisdiction of provincial labour laws.

As faculty in Alberta and B.C. review their positions in light of government actions, there is perhaps some reason for optimism. The Minister of Education in Alberta has stated that the government's main objection to including faculty under the Alberta Labour Act was access to the

Cont'd on p. 21

ACADIA UNIVERSITY

Department of French

Head of Department

Applications are invited for the position of Head of the Department of French at Acadia University. An academic appointment at the rank of Professor or Associate Professor will accompany the Headship. The duties of the position are the customary ones of administering the department and the undertaking of an appropriate amount of teaching. Preference will be given to an established scholar with administrative experience.

The effective date of the appointment is 1 June 1978, or later by mutual arrangement. Applications, which should preferably be to hand by 28 February 1978, should be addressed to Dr. J.R.C. Perkin, Dean of the Faculty of Arts, Acadia University, Wolfville, N.S. B0P 1X0.

**C.A.U.T.
GROUP INSURANCE PLANS**

Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of:

1. **LIFE INSURANCE** up to \$200,000.
2. **PERSONAL ACCIDENT INSURANCE**
\$50,000 or \$100,000
3. **FAMILY LIFE INSURANCE** — For spouses and Children of members
For complete details, brochures, applications, premium costs etc.,
Mail coupon or write to:

KANATIA

C.A.U.T. Insurance Trust
P.O. Box 3528, Stn. "C"
OTTAWA, Canada
K1Y 4G1

**RÉGIMES D'ASSURANCE COLLECTIVE
POUR L'A.C.P.U.**

En votre qualité de membre de l'Association canadienne des professeurs d'université, vous pouvez souscrire aux régimes à prix modique suivants:

1. **ASSURANCE-VIE** jusqu'à \$200,000
2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT**
\$50,000 ou \$100,000
3. **ASSURANCE-VIE POUR LA FAMILLE** sur la vie du conjoint et des enfants des membres.
Pour obtenir des détails complets, brochures, formule d'adhésion, tableaux des primes, etc.,
Postez ce coupon ou écrivez à:

KANATIA

Administrateur de L'assurance de L'A.C.P.U.
C.P. 3528, Station "C"
OTTAWA, Canada
K1Y 4G1

Please send me information outlining the C.A.U.T. Life and Accident Insurance Plans.

Veillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance vie et d'assurance-accident de l'A.C.P.U.

Nom/Name

Adresse/Address

No et rue/No and Street

Ville/City

Province

Code Postal/Postal Code

FACULTY COLLECTIVE BARGAINING AT CANADIAN POSTSECONDARY INSTITUTIONS NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES INSTITUTIONS POSTSECONDAIRES AU CANADA

University/ Université	Union Syndical	Affiliation	Certification date Date d'accréditation	Members in Union / Membres du syndicat*	Number in bargaining unit/ Nombre dans l'unité de négociation*	Status of collective agreement/ Etat de la convention collective
Acadia	Acadia University Faculty Association	Canadian Association of University Teachers (CAUT)	July 1976	153	178	First agreement expires May 31, 1978
Alberta	Provincial government legislation forbids certification. The Alberta Faculty Association has a special agreement with the university administration to negotiate salaries and other items. There are about 1775 faculty in the association. The CAUT calls this "special plan collective bargaining."					
Algoma	Algoma University College Faculty Association	CAUT	March 24, 1976	32	31	Collective agreement is partially in effect.
Bishop's	Association of Professors of Bishop's University	Fédération des Associations de Professeurs des Univer- sités du Québec (FAPUQ)/CAUT	March 17, 1976	—	70	First agreement expires June 30, 1979
Brandon	The faculty association has applied for certification before the Manitoba labour relations board.					
British Columbia	Provincial government legislation forbids certification. "Special plan" collective agreement in force. The agreement expires December 1978. There are approximately 1800 faculty in the association.					
Calgary	Provincial government legislation forbids certification. "Special plan" collective agreement in force. There are approximately 870 faculty in the association.					
Carleton	Carleton University Academic Staff Association	CAUT	June 18, 1975	547	635	Second agreement expires June 30, 1979
Cape Breton	College of Cape Breton Faculty Association ¹	CAUT	Voluntary recognition 1975	55	60	Negotiating third agreement.
Dalhousie	"Special plan" collective agreement. The faculty association is currently negotiating the status and contents of a "special plan" agreement.					
Laval	Syndicat des Professeurs de l'Université Laval	FAPUQ / Association canadienne des professeurs d'université (ACPU)	31 janvier 1975	950	1130	Première convention se termine 31 mai 1978
Lethbridge	"Special plan" collective agreement. There are approximately 170 faculty in the association.					
Manitoba	University of Manitoba Faculty Association	CAUT	November 15, 1974	817	728	Third agreement expires March 31, 1979
	Foods and Nutrition Faculty Association of the University of Manitoba	CAUT	December 15, 1975	9	8	Same as UMFA
	University of Manitoba Agriculture Faculty Association	CAUT	July 27, 1976	73	73	First agreement negotiated 1977 ²
	University of Manitoba School of Medical Rehabilitation Faculty Association	CAUT	January 20, 1976	15	14	Same as UMFA
	University of Manitoba School of Social Work Faculty Association	CAUT	September 16, 1975	24	23	Same as UMFA
Moncton	Association des Bibliothécaires et Professeurs de l'Uni- versité de Moncton	ACPU	15 octobre 1976	243	250	Première convention se termine 30 juin, 1979
Montréal	Syndicat Général des Professeurs de l'Université de Montréal	FAPUQ/ACPU	9 juillet 1975	970	1100	La deuxième convention se termine 31 mai 1980
Ecole Polytechnique (affiliée à l'Université de Montréal)	Association des Professeurs de l'Ecole Polytechnique	FAPUQ/ACPU	18 février 1971	181	192	En train de négocier la troisième convention
New Brunswick	Association of the University of New Brunswick Teachers	CAUT	Application for certification pending	570	—	
Notre Dame	Faculty Association of Notre Dame University of Nelson	CAUT	March 1973	24	37	Fourth agreement expired June 30, 1977 ³
Ontario Institute for Studies in Education	OISE Faculty Association	CAUT	See footnote 4	144	160	Second agreement under negotiation
Ottawa	Association of Professors of the University of Ottawa	CAUT	Interim, Sept. 10, 1975 Final, Jan. 19, 1977	691	893	First agreement expires May 30, 1978
Prince Edward Island	"Special plan" collective agreement. There are approximately 110 faculty in the association.					
Québec	Syndicat des Professeurs de l'Université du Québec à Chicoutimi	Centrale de l'Enseignement du Québec (CEQ)	7 mai 1971	141	145	Troisième convention se termine 31 mai 1979
	Syndicat des Professeurs de l'Université du Québec (Montréal)	Confédération des Syndicats Nationaux (CSN)	1 sept 1971	500	550	Troisième convention se termine 31 mai 1979
	Syndicat des Professeurs de l'Université du Québec à Rimouski	CSN	9 février 1973	125	125	Troisième convention se termine 31 mai 1979
	Syndicat des Professeurs de l'Université du Québec à Trois-Rivières	CSN	29 septembre 1971	274	274	Troisième convention se termine 31 mai 1979
	Syndicat des Enseignants de l'Université du Québec dans l'Ouest	CEQ	2 novembre 1972	88	88	Deuxième convention se termine 31 mai 1979
Institut National de la Recherche Scientifique	Syndicat du Personnel de l'INRS	CEQ	7 mai 1973	68	68	Troisième convention se termine 31 mai 1979
Regina	University of Regina Faculty Association	CAUT	May 10, 1977	424	458	First agreement expires June 30, 1978
Ryerson	Ryerson Faculty Association	None	Voluntary recognition 1964	578	578	Eleventh agreement expired June 30, 1977
St. Mary's	St. Mary's University Faculty Association	CAUT	April 30, 1974	140	150	

St. Thomas ⁵	Faculty Association of the University of St. Thomas	CAUT	October 1976	57	60	First agreement expired June 30, 1977. Currently renegotiating.
Saskatchewan	University of Saskatchewan Faculty Association	CAUT	January 26, 1977	830	960	Negotiating first agreement
Sherbrooke	Syndicat des Professeurs de l'Université de Sherbrooke	FAPUQ/ACPU	5 février 1974	323	474	En train de négocier la deuxième convention
	Association des Ingénieurs Professeurs de l'Université de Sherbrooke	FAPUQ/ACPU	25 novembre 1970	47	56	Deuxième convention se termine 31 mai 1978
Toronto	"Special plan" collective agreement in force ⁶					
Windsor	University of Windsor Faculty Association	CAUT	Interim-Apeil 13, 1976	500	585	First agreement expires June 30, 1979
York	York University Faculty Association	CAUT	Interim-April 6, 1976 Final-October 18, 1977	655	869	First agreement expires April 30, 1978

*These figures are approximate. *Ces chiffres sont approximatifs.

1. College was formed by amalgamating the Sydney Campus of St. Francis Xavier University and the Nova Scotia Institute of Technology. CCBFA represents faculty, librarians, laboratory technicians and teaching assistants at the Sydney Campus. Faculty at the Tech. Campus are represented by the Nova Scotia Government Employees Association. NSIT was owned by the provincial government prior to the amalgamation.
2. This bargaining unit, unlike the other three, has not signed an agency agreement with UMFA to bargain on its behalf.
3. University closed by Provincial government, May 31, 1977. FANDU would have successor rights in any reconstitution of the university.

4. The board of governors has never formally granted voluntary recognition to the faculty association, nor has the faculty association asked for it. However, both sides believe that the agreement between them would "de facto" come under the Ontario Labour Relations Board. The contract contains clauses on salaries and working conditions and according to the association and the university administration is indistinguishable from a collective agreement.
5. Affiliated with University of New Brunswick for administrative purposes.
6. UTFA describes its document as a "memorandum of agreement".

TEST-TUBE... from p. 6

dustry Selling Price Index (developed for NRC individual operating grants) is used as an estimator for non-salary items.

The Medical Research Council-Research Expenditures Index (MRC-RE) is constructed in a manner similar to the NRC-RE and yields similar results. The only difference between the NRC-RE and MRC-RE is that the Medical Research Council sent a questionnaire to 107 grant recipients to determine in detail the breakdown of their grant expenditures. Cost increases for each of these expenditure items were then determine, using, whenever possible, exact cost information available within the Councils, from the Canadian Medical College, and from the Canada Council on Animal Care. The rest of the cost in-

formation was determined using Statistics Canada price indices.

From the figure plotted below we can see the magnitude of the difference between a specialized science cost index (NRC-RE) on the one hand and the CPI and IPI-GNP on the other. Comparing the extremes integrated over the time period 1969-70 to 1975-76, the difference between the NRC-RE and the CPI is 28.8 percentage points or \$23.4 million in terms of NRC expenditures on extramural research alone. Similarly, the IPI-GNP also consistently understates the severity of inflation on federal science expenditures, although not quite as much as the CPI.

No sector of the economy should have the effects of inflation on it misrepresented. The use by the Government of Canada of the CPI and IPI-

GNP as science deflators is merely a device to squeeze further an important area of national endeavour. Even the report "Conversion Factors and Levels of Federal Funding of Science", commissioned by the Ministry of State for Science and Technology, reaches this conclusion.

Lloyd Robertson and Harvey Kirk on CTV, Peter Kent on CBC, and Peter Truman on Global, will probably announce during their respective evening newscasts next

month, bad news about yet another rise in the Consumer Price Index. Who, outside the Canadian research community, will know how much your 1978 test-tube really costs?

John Kucharczyk is Executive Secretary for Science Policy with the Canadian Federation of Biological Societies and a researcher in the Faculty of Medicine at the University of Ottawa.

ALGOMA... from p. 3

said was unsuccessful, but which in fact was shelved through pressure from the Commission itself.

Throughout the crisis, the faculty association has been working on long-term plans which would permit the College to offer Intersession, Summer School and off-campus courses without providing remuneration to Algoma faculty. If implemented, these programs would save the College some \$90,000.

Also, the faculty association advised both the Commission and the provincial government that innovative solutions to similar problems have been found in the past, citing the case of the College of Cape Breton in Sydney, N.S., where the former Sydney campus of the St. Francis Xavier University merged its administration with the Eastern Nova Scotia Technical College to form a distinctively new institution, and also in Cornwall, Ontario, where with a population half the size of Algoma, there is a satellite campus of the University of Ottawa.

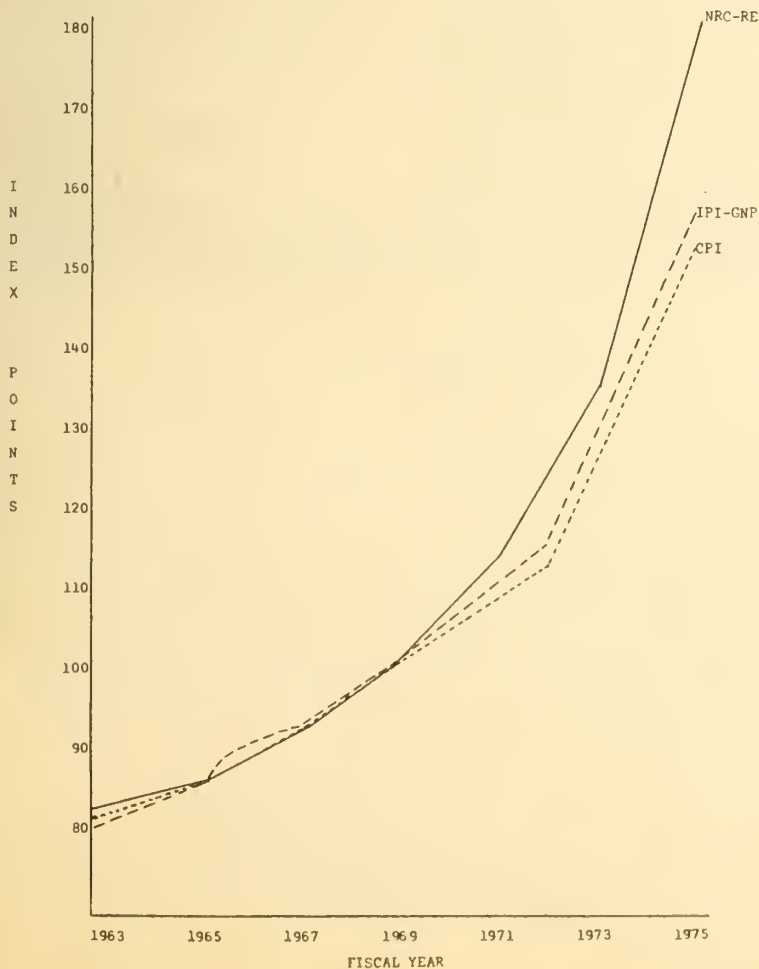
Even before Mr. Parrott's statement, the Algoma board of trustees proposed a linkage with the nearby Sault College of Applied Arts and Technology as an alternative to closure.

The \$100,000 a year will not totally solve Algoma's problems. College officials said that the money will go a long way towards reducing the institution's annual deficit, expected to reach \$150,000 this year. The option of pooling resources with the College of Applied Arts and Technology remains open and is one of the alternatives to be studied over the next five years.

According to Dr. Parrott, the future of the institution "depends entirely on the support of the local community, and unless the community uses the five-year period of grace to prove the College's viability, the Government will not continue its support beyond that period."

But Dr. Savage expressed the conviction that the next five years would lead to creative solutions for the delivery of university services in the Algoma region.

SOURCES: STATISTICS CANADA
NATIONAL RESEARCH COUNCIL



LIBRARIANS... from p. 14

most instances, and at St. Mary's are bargained for by the faculty union, though as a separate unit. In New Brunswick, librarians are members of faculty associations and bargaining (or organizing) with faculty. In Quebec librarians are not, in most instances, members of faculty associations, and are often in support staff unions. In Ontario most faculty associations now admit librarians, and an increasing number are involved in bargaining. Librarians are part of the faculty bargaining unit at the University of Manitoba, and in the Alberta universities. At the University of British Columbia, where the partnership between librarians and faculty is of long standing, bargaining goes forward under the restrictions of

provincial legislation which prevents faculty from unionizing.

The sketchy information in the paragraph above may provide a useful way to conclude this article: with a plea for better information. The Canadian Association of College and University Libraries Academic Status Committee is preparing to carry out a survey which may help to clarify the national picture. It is also seeking corresponding members at all universities. I would ask that those interested in assisting write to Calvin Evans, Library, University of Guelph.

Tom Eadie is head of the Reference and Collections Development Department, Arts Library, University of Waterloo. He is a member of the CAUT Collective Bargaining Committee and of the CACUL Academic Status Committee.

Past protests, and a present perspective

Donald Light Jr and John Spiegel, *The Dynamics of University Protest*, Nelson-Hall, Chicago, 1977. 198 pp.

A professor of English might be excused for finding it difficult to review for CAUT *The Dynamics of University Protest*. The book is a very sociological study of "the era of student protest in the United States"; the "dynamics," to an outsider, appear to be very abstract, not to say static. We "construct a model," and we "examine the identifications which hold the group together"; "we" are clearly interested sociologists, familiar with "the Simmel-Coser conception of conflict." But the authors of several of the essays acknowledge in passing other ways of seeing the protests of the late sixties: "in the last analysis it will remain to the historians to dissect the student protests and to place them in appropriate perspective." Or, again, they tacitly acknowledge their own limitations: "disciplines have an influence on faculty response beyond one's political orientation. They seem to constitute a world view, as the anthropologists say. Disciplinary world views are a fascinating subject for future research." They don't develop that subject, nor shall I; I shall simply try to separate out from their disciplinary world view those findings in Light and Spiegel's volume which might be useful to CAUT members in 1977.

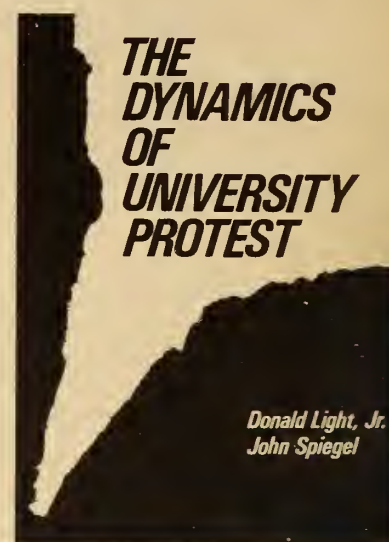
The Dynamics of University Protest is made up of seven chapters shared out among six writers. Academic sociologists may be interested in all the essays: an introduction of "the origins and future" of university

protest, a descriptive bibliography of research, and an analysis of "the organizational context" of protest, followed by more precise analyses of "directed resistance" by administrations, faculty responses, the group psychology of campus disorders and, finally, the tactics and strategies adopted by administrations. An outsider, I balked at the first chapter's easy generalizing about "the strains the young experienced," their "affluence" and how "at home, many of these children's parents had given loving trust, promoted autonomy, encouraged initiative." And many of us, at least since the sixties, prefer a more sophisticated discussion than is allowed by phrases such as "men at the top," "organization men," etc. Chapter two, on "the literature," brought its own disappointments, presenting a "comparative review" of "the balance of questions preoccupying researchers," and expressing satisfaction that the breadth and quantity of the research on sixties protest would be "helpful in neutralizing any 'political effect'" in the literature. Nor could I imagine that the third chapter, on "the organizational context of university protest" would interest most ordinary readers, who might well suspect that they knew already that "colleges serving limited parochial interests are less likely to be tolerant of diverse political views than campuses with a cosmopolitan orientation."

At about this point I remembered that the volume must have been thought to have some value for CAUT members generally, and I recalled the editors' remark in their Preface: "The pinch of economic conditions today

makes students look like those of the fifties, but close observers of campus life note the qualities of the sixties bottled up." We are all of us, in CAUT, close observers of campus life, and we have been made more so recently by "the pinch of economic conditions." But it is clear that the locus of likely "university protest" in the seventies will no longer be among students but among professors, as is indicated by the growing movement for unionization of faculty across Canada. And from that perspective the remaining three chapters of the book became generally interesting and useful.

Professor Light's picture of the administrative tactic of "the stand-off" (and the tactics of "fight-off," "buy-off" and "join in," discussed by Professor Lammers in the last chapter) should be immediately recognizable to anyone who has seen university administrators mediating to their faculty "the pinch of economic conditions." His discussion, however useful as a sociological analysis of the University of Chicago protest of 1966, is, from that broader perspective, truly enlightening. His discussion of "the law of passive advantage" is also of immediate practical interest, as it analyzes the ways in which the parties to a controversy (negotiation) define themselves as aggressors in the eyes of onlookers (in our case, in the eyes of our students or of "taxpayers"). Again, Professor Light's presentation in the next chapter of faculty responses to protest, his description of "institutional conservatives," "hedgers," "humanistic loyalists" and "radicals," and of the "faculty-institution relations" which these



Donald Light, Jr.
John Spiegel

styles of response embody, has great practical import for those, across the country, who are trying to redefine in union terms those traditional academic relations of "community" and "collegiality" which "the economic pinch" is emptying of significance.

Thus *The dynamics of university protest*, especially the last three chapters, might be seen after all to present the student protests of the sixties as a metaphor. And on that level it might engage all CAUT members, who, anticipating new modes of "university protest" in the seventies, need what counsel they can find as to the forms which protest might take, and the forms which might appear in response.

Norman Feltes

Report of the Consultative Group on Ethics

Canada Council. \$2.00 Canada. 34 pages.

The publication by the Canada Council of the Report of the Consultative Group on Ethics marks a welcome and, some would say, long overdue codification of procedures to be followed whenever Man as social scientist studies Man with Canada Council funding. The Report is the product of co-operation among a distinguished group of scholars — representative of most social sciences, both academic, and governmental, and chaired by Dr. J. A. Corry of Kingston. Their terms of reference were to advise Canada Council on a common ethical code to be applied before grant applications go to Council; on the composition of the reviewing committees and the procedures they should use. As Charles Lussier, Director of the Council notes in a foreword: "... while these (ethical) principles appear to be universally accepted, problems seem to arise out of the considerations brought to bear in their application."

Very properly, in the introduction, the group focus on the dilemma arising out of the inherent conflict of values: how shall a proper balance be struck between society's need for advancement of knowledge and respect for the rights and sensibilities of the individual or collectivity? They then go on to "affirm that consideration for the welfare and integrity of the individual or particular collectivity must prevail over the advancement of knowledge and the researcher's use of human subjects for that purpose". Many existing institutional and professional codes in Canada, they

note, refer to individual / collectivity rights which should be maintained but they all too often take away in detail what has been conceded in principle, and too seldom offer guidance to researcher or review committee or discuss the purposes of ethical review.

The group realize that it is clearly impossible to standardize procedures; and the ideal may not always be attainable. Nevertheless, the "sanction of qualifications or exceptions to the protective principles... will inevitably lead to the erosion of the principles themselves."

The ethical principles are specified as relating to (1) informed consent of subjects, (2) deception, (3) an acceptable risk / benefit ratio, (4) the right to privacy, (5) confidentiality and anonymity. The very act of setting them down makes it evident that the group are forced to the same sort of double think and retreat from purity as others before them. They aver a strong opposition to deception. "Getting the confidence of a person and then using him for purposes that are concealed from him may well be an infringement of human dignity." A paragraph later they are urging that "before a particular methodology is decided upon, consideration be given to the kind of deception to be used and its relationship to the importance of the expected results..." So they have already conceded, as they must, that circumstances alter cases and introduction of partial, tendentious arguments for exceptions, for special cases, is allowable. But who will evaluate the expected results? Surely not the human subjects. An acceptable risk / benefit ratio with respect to

deception means acceptable to evaluating committees and the Council, not to the subjects.

Consider the problems of informed consent. It should be freely given, informed consent, based on complete information presented in a way that takes account of the subject's level of comprehension. It should be preceded by information on the project and its foreseeable effects and risks. The consent form is, in effect, a contract to protect researcher, subject, sponsor and society. In summary, says the Report, "those participating in a research project should never, either before or after the experiment, have any reason for saying that they did not fully understand what was involved."

Research means venturing into the unknown and what the researcher thinks is a worthwhile objective or approach at the outset may not be what he thinks once he has begun, and in other ways practice and principle may come to differ. In all cases the Report notes, "any significant change in research design must be reported to the committee." More generally it states that early monitoring is necessary in respect of risk of unforeseen damage and in research on children. Since it elsewhere recognizes that it is unrealistic to expect prior

identification of all risks, early monitoring would seem to be implied for most if not all research by interpreting the words 'unforeseen damage' liberally in favour of the subjects. Unfortunately it may also be unrealistic to expect monitoring of all projects. When the research is sensitive for various reasons and monitoring is especially called for, the review committee "may wish to ask for a progress report" or seek an interview with the researcher or another person close to the project.

What is not, apparently, called for, is a progress report by the subjects to the review committee. Do they think the original terms are being scrupulously adhered to? Did they in retrospect really know what they were letting themselves in for? For if they were originally capable of evaluating the project enough to give informed consent they must be at least as well able after it has begun. If it appears that a significant group of them misunderstood the salient implications, or discounted them for any of a number of valid reasons, even if a purely legalistic reading of their consent agreement says they had no reason to complain later, what then? It is essential, if social science research is not to

Cont'd on p. 21

About our reviewers....

M. J. Scarlett is with the Department of Geography at Memorial University. He is also a member of the SSFC Committee on Research Policy... Prof. Paul Lamy teaches Sociology at the University of Ottawa... Prof. Norman Feltes is with the Department of English, York University.

Durkheim would have approved

Thomas J. Cottle. *College — Reward and Betrayal*. University of Chicago Press, Chicago, 1977, \$10.95.

This book is a very personal statement about American higher education; albeit by an exceptionally empathetic and perceptive man. The method is that of "observant participation". What we find between the covers of this short, eminently readable book are the following: an essay on Post-War childrearing practices and on how these have affected the adjustment of young people to university life; two magnificent case studies (one of an immigrant father seeing his son off to college, and the other of a father returning to college with his children) a case study of a Quaker college; a very good essay on the "relevance" movement and on how this relates to childrearing practices and the nature of the modern family; a case study of a college flunk-out; a fascinating portrait of a woman faculty member; an autobiographical account of the "up for tenure" experience; finally, a picture is painted of a non-traditional, non-accredited higher educational institution in Chicago. The case studies are excellent and one seems to move into different all-encompassing little worlds as one moves from chapter to chapter.

The book is more than a mere collection of case studies and autobiographical notes. However, the author's attempt to bring this material together to make a more general statement about American higher education is not quite successful. The author is a psychological reductionist and his cognitive style is inductive. His eclectic, inductive approach to his subject matter leads him into the trap of grafting on, where needed, ad hoc explanatory statements as he goes about building up general statements from perceptive insights. The sequence of the case studies in the book follows no particular order — case studies of individuals are followed by case studies of institutions; a more theoretical paper inexplicably appears in the middle of the book and this, in turn, is followed by two more case studies of individuals, an autobiographical paper, and then a study of an institution as a whole.

One theme keeps recurring throughout the book — that of the relationship between childrearing



practices and the demands for "relevance" in higher education. Essentially, the author argues that families became more democratic and egalitarian in the Post-War period; this was accompanied by a blurring of sex roles in the family. Women were asserting their individuality and were reluctant to settle for plans of living set out for them by their husbands. In terms of overall family dynamics, men in sharing duties with their wives "assumed some of the responsibility in the nurturant and protective functions once associated wholly with femininity". While sex roles within the family were becoming blurred (one might say that the family was becoming "feminized"), the male-dominated (cognitively rational, achievement-oriented) world outside persisted. As fathers got into the nurturance and protection business (abandoning their previously more authoritarian and coercive stances), family integration became based on affectual bonds rather than on authority and coercion. One of the outcomes, it seems, was that respect for achieved age and rank diminished (though the author does not perceive this outcome in negative terms). Further, the products of such family environments, paradoxically, came to feel rejected by their families:

... when established authority in families, classrooms, and groups generally fails to provide direct styles or norms to govern the

processes of thought as well as social action, some members of that family, classroom, or group will convince themselves that the authority in question does not care for them, or have their best interest in mind.

Emile Durkheim would have voiced wholehearted approval. These feelings of rejection were further enhanced by the increasing vulnerability of the modern family to dissolution — not only by actual separation or divorce but by its very possibility. One of the paradoxes of the change in the internal dynamics of the modern family was that as the interdependence of parents decreased, children "perceived two adults whom they often felt could get along just as well without their partner, and probably just as well without their children."

The ultimate paradox was that parents who encourage their children to be unique, expressive, creative, and caring packed their children off to schools and universities where they were expected to be instrumental, aggressive, achieving, competitive, and obedient. In other words, there exists a basic conflict between the kinds of socialization children are undergoing in the family and what is required of them in other societal institutions. To the extent that the author's insights are accurate, it is no wonder that the children of the Post-War egalitarian and democratic family yelled for "relevance" as they arrived

in record numbers in the 1960's at universities which were expanding rapidly to be able to take them in (and which were becoming impersonal and heavily bureaucratized as they did so). The response of the university was less than adequate — "whereas blacks were able to establish academic programs predicated on human experience and self-interest, (whites) were left to grope about in sensitivity groups, university governance committee meetings, or psychotherapists' and deans' offices".

While there are more insights along these lines, the author, it seems to me, ignores a more basic problem confronting universities in North America — that of growing bureaucratization and state intervention, equally damaging to traditional learning and the quality of relationships between the members of the university community. As the author's own study of Quaker college shows, traditional learning is quite compatible with a "gemeinschaft" ambience. To view traditional learning as incompatible with "relevance" is also a misconception. Even if universities were to become thoroughly "relevant" they might still remain highly-bureaucratized and impersonal institutions.

In its genre, the book is one of the best I've read — it will nicely occupy your time in front of the fire on a cold, wintry evening.

Paul Lamy

CANADA COUNCIL...from p. 20

come into undue disrepute, that every allowance be made for what people think as well as what is. If they are irrational or foolish, that is no reason why they should not be protected. The minimal legislative aids of recent years to consumers with respect, for example, to installment plan agreements are a sign of our growing conscience towards the weaker parties to contracts. It would be a pity if we did not at least ensure their consultation in review procedures in social science research.

Whatever the virtues of the proposals their impact depends on how they are observed. Institutional review committees, researchers and the Council itself must feel convinced that equitable interpretations of principles obtain. The committees will be under pressure to be fair to researchers and, indirectly, to their own institutions; they could be inordinately so if the suspicion came to them that similar committees elsewhere were excessively lenient. For, says the concluding comment of the Report, the researcher "should

make the decision to abandon his research plans when the demands of ethical research cannot be reconciled with his need for direct access to and use of certain information or data." Strong words, indeed, and calling for a high sense of personal and institutional integrity. In time, of course, unethical conduct shows; but it may not do so to the right people early enough to prevent repetition and a weakening respect for the process of research and of grantmaking. In the end, what is achieved by the Report can be only by the concerted will of all concerned to make sure that ethical principles are observed. It could be tragic if Council itself, for example, assumed that institutional review in any way weakened the case for their own independent review, at least on a periodic random basis.

Altogether we should be grateful for a Report which seeks to come to grips with a serious and growing problem in a realistic manner, and is succinctly and clearly written.

M.J. Scarlett

reprinted, with permission, from *Social Sciences in Canada*.

Of interest...

Herbert G. Grubel and Anthony Scott. *The Brain Drain: Determinants, Measurement and Welfare Effects*. Wilfrid Laurier University Press, Waterloo 1977.

G.R. Urban. *Hazards of Learning*. Open Court, LaSalle, Illinois, 1977.

Wilfred B.W. Martin and Allan J. Macdonell. *Canadian Education: A Sociological Analysis*. Prentice Hall, Scarborough, Ontario, 1978.

Bruce L.R. Smith and Joseph J. Karlesky. *The State of Academic Science: The Universities in the Nation's Research Effort*. Change Magazine Press, New York 1977.

GOVERNMENT...from p. 17

right to strike. It may be that an alternative can be found to accommodate the present government policy and provide faculty with a more satisfactory mechanism to protect their rights. Out in B.C., the Minister of Education, when introducing Bill 91, indicated that the government would consider changing the legislation to allow access to the Labour Code. Unfortunately, the Minister also indicated that certain unspecified changes would then be required in the Department of Education to accommodate the trade union model. By im-

plication, one can assume that the changes referred to by the Minister would not be seen as desirable by university faculty. The attitude of the B.C. government to its own employees and the employee sector as a whole, suggest that this is not the time to rock the boat. In B.C., there is at least the possibility of a change in government come election time, and the NDP has already gone on record that they would repeal Bill 91, allowing faculty to have access to the Labour Code.

Don Lowe is CAUT Professional Officer based in Edmonton

Lakehead University

STRUCTURAL-METAMORPHIC GEOLOGIST

The Department of Geology at Lakehead University invites applications for a faculty position at the assistant professor level, effective Sept. 1978. Applicants must have completed all requirements for the Ph.D. degree prior to initial employment.

The successful applicant will be expected to teach both undergraduate and graduate courses. The individual should also be able to interact with existing areas of research in regional studies of Precambrian terranes.

Candidates should forward a letter of application including a clear statement of their teaching capabilities, present research interests, and planned research projects, a complete resume and the names of three persons from whom the department can request letters of recommendation. Completed applications must be received by February 15, 1978.

Mr. Donald E. Ayre
Secretary of the University
Lakehead University
Thunder Bay, Ontario
P7B 5E1.

Documents

The CAUT Council in May 1977 passed three documents in principle. These are 1) Financial Exigency, 2) Part-time Appointments and 3) Limited Term Appointments. The Council wished the Academic Freedom and Tenure Committee and the Collective Bargaining Committee to reconsider the wording of the documents. The Academic Freedom and Tenure Committee has done so, and the Collective Bargaining Committee will do this in February. The CAUT Board will consider the documents in March and the Council in May. We are now printing the draft documents for comment as amended by the Council last year and by the Academic Freedom and Tenure Committee. Please address any comments or views that you may have to Dr. V. Sim, Associate Executive Secretary, CAUT, Suite 1001, 75 Albert Street, Ottawa, Ontario, K1P 5E7.

Guidelines concerning reductions in academic appointments for budgetary reasons*

(The Guidelines are designed to replace those which appear on pp. 86-89 of the CAUT Handbook, 1973).

A. Preamble

1. The first duty of the University is to ensure that its academic priorities remain paramount, particularly with regard to the quality of instruction and of research, and the preservation of academic freedom. The termination of continuing academic staff appointments (whether tenured or probationary) for budgetary reasons should occur only as a last resort during a state of financial exigency. That is, when substantial and recurring financial deficits threaten the survival of the University as a whole. Academic staff layoffs should occur only in extraordinary circumstances and then after efforts to alleviate the financial crisis by rigorous economies in all other segments of the budget have been undertaken, and only after all available means of improving the University's revenues (including borrowing, deficit financing, and the sale of real property not essential to the academic function) have been exhausted.

2. As a matter of principle and in order to ensure that decisions on cut-backs for financial reasons are not made on an ad hoc basis in an atmosphere of crisis, the academic staff association or union should insist upon strong academic staff representation on University budget committees and the publication of complete and reasonably detailed budgetary information and audited accounts. Every University should undertake both short and long-term forecasts of its budgetary position, and should make such forecasts available to budget committees and to the academic staff association or union. These forecasts should be based on well-developed and clearly articulated long-range academic policies and on rational planning. They should be derived from carefully researched projections of student enrollment, academic staff profiles, and established academic priorities. They should take account of new technology and educational needs as well as changing economic circumstances. They should include reasonable provision for future contingencies in an effort to anticipate possible financial crises so as to avert them or minimize their impact on the ability of the University to discharge its academic responsibilities.

3. Whenever a University administration proposes to reduce academic posts for budgetary reasons, the academic staff association or union should act as the watch dog over the interests of its members. It must endeavour to ensure that academic staff are protected by legally binding safeguards which prevent administrations from attacking the economic position of the academic staff on spurious grounds. It must also ensure that reasons offered to individual academic staff members for termination or non-renewal of appointments are valid and that the procedures used in arriving at such decisions are fair and equitable. To this end, academic staff associations and unions should negotiate agreements which address the issue of possible financial exigency and define the circumstances and procedures governing layoff of academic staff for this reason. Such agreements may also contain criteria for identifying academic staff subject to layoff and for determining how layoffs are to be distributed among the academic units of the University. Where provincial statutes permit, collective agreements should provide for the reopen-

ing of negotiations should a state of financial exigency occur.

4. Layoff or non-renewal of academic staff for budgetary reasons should only occur when the appropriate University authorities have made a formal declaration that such a state of financial exigency exists and this has been upheld in accordance with well defined and legally binding procedures. These should include:

(a) Comprehensive study of the circumstance by the senior academic body of the University and its concurrence, after obtaining a report from a fact-finding commission of enquiry jointly constituted by the University and the faculty association or union or comprehensive study by a fact-finding commission jointly appointed by the faculty association or union and the Board of Governors whose decisions regarding the validity and scope of the financial exigency would be binding on the Board of Governors and/or the adoption of wording in a collective agreement that would subject the Board of Governors' decision to declare financial exigency to binding review by an arbitrator(s).

(b) Provision for binding arbitration to provide an impartial and independent judgment in order to resolve any disputed issue arising from these negotiations.

5. The claim that a financial exigency exists should be demonstrably *bona fide*, and the University must be prepared to offer credible evidence in support of its position. The exigency should arise from the total University budget, not just the academic or salary budget. It should be a financial emergency involving deficits which continue for more than one financial year, which are projected by generally accepted accounting methods to continue, the persistence of which will seriously inhibit the functioning of the existing academic units. (This wording appears in the Carleton contract, Schedule 6.) In its negotiations with the academic staff association or union and/or in its submissions to an arbitrator, the burden of proof should lie with the University. It should agree to provide access to its financial accounts as well as to its processes for budgetary planning and for the distribution of funds (including information on representations made to governments and/or funding agencies, allocation of funds to Faculties and to their departments and schools, enrollments in courses, age profile of academic staff, number of academic staff eligible for leave and retirement, etc.) so that judgments can be based upon information which is sufficiently detailed to permit a reliable analysis and evaluation.

B. When the academic staff association or union and Board of Governors have agreed on the existence of a financial exigency, or an arbitration award has declared that state, the following procedures are recommended:

1. The senior academic body (e.g. Senate) should strike a committee to establish policies for dealing with the exigency and/or to supervise the administration of policies previously established. The committee should consist of an equal number of elected academic staff and university administrators, plus a chairman chosen by the committee. The chairman should be from another University.

2. If criteria for layoffs have not been previously established, for example in a collective agreement, the senior academic body should establish academic priorities for determining which major academic units shall be subject to reduction. When priorities have been established by the senior academic body, the committee

should then determine the number and distribution of faculty members to be laid off. The committee should determine procedures for conducting its work, except that all decisions should be made by a majority of members voting. The committee's procedures should include provisions for academic units to argue their cases and may provide for appeal to the senior academic body. The layoff of academic staff for financial reasons must not cancel or supersede the provisions that have been developed for the protection of the academic freedom of untenured as well as tenured academic staff.

3. Where academic priorities govern layoffs, the identification of individuals to be laid off should remain at the initiative of the department and should be made according to appropriate academic criteria on fair and non-discriminatory bases, in accordance with previously defined procedures and criteria, including those stipulated in collective agreements (e.g. seniority, tenure, age, minority rights, programme redundancies, etc.). Recommendations should be made by a standing or ad hoc departmental committee following full consultation with all members of the department. Fair and equitable procedures should be available for use when a department reports to a Dean that it is unable to make recommendations on those academic staff members who should be terminated. Such procedures might include the appointment of a mutually agreeable committee from the same discipline from outside the University to undertake the departmental review and to make binding or non-binding recommendations.

4. Groups and individuals subject to layoffs under these circumstances should always have the right to appeal their designation on the grounds of bias, prejudice or failure to follow the procedures, under procedures similar to those established for the appeal of tenure and dismissal decisions at the University provided such appeals allow for arbitration. This should not include the right to challenge the validity of the exigency. This right should devolve on the faculty association or union. A negative decision on appeal should not prejudice an academic staff member's right to recall as described in C.4.

5. In the application of any criteria for layoffs, efforts should be made to maintain the academic viability of affected university units.

C. Individual academic staff members subject to layoff should enjoy the following rights, and collective agreements and faculty handbooks should incorporate these rights.

1. The University should be required to notify individual academic staff members in writing of their impending layoff as soon as possible, and in no case less than a specified minimum interval (at least eighteen (18) months) prior to the date of layoff.

2. Prior to implementing any layoff, the University should be required to make every reasonable effort to secure positions elsewhere in the University for academic staff members affected including administrative positions. Individuals who accept such alternative employment should retain all pre-existing employment rights, including credit for sabbaticals, salaries, pension credits, etc. Individuals who accept such alternate employment should also have reasonable opportunity to

retrain for their new duties. Universities should be prepared to pay tuition where appropriate. Every effort should be made to encourage leaves of absence, early retirement, and to examine the extent to which part-time or short-term appointments should be discontinued or retained.

3. Academic staff members who are laid off under the provisions of this section should receive a written notice of the reasons for their lay-off from the University.

4. There should be a freeze on the hiring of new academic staff until all laid-off academic staff members have been offered appropriate positions within the University. Laid-off academic staff members should have the right of first refusal for all vacancies in their University for which they are qualified for at least five (5) years from the date of their layoff. Individuals who receive offers of employment under this provision should have an adequate period of time to accept any offer and up to one (1) year to terminate alternate employment and take up the position offered. Individuals who reject a position offered for which they are qualified may be considered to have forfeited further rights accorded laid-off academic staff members. When an individual returns to work in an area other than his original discipline he retains full right of first refusal for any opening in his original discipline. There should be a freeze on the appointment of administrators for the same period except where the administration can demonstrate that no laid-off member of the academic staff has the necessary qualifications or can reasonably be retrained for the job. Disputes should be subject to one-person arbitration.

5. Laid-off academic staff members should enjoy full access to scholarly facilities, including office and laboratory space, library and computer services where possible until alternative academic employment is secured or for five (5) years, whichever is the less. They, their spouses, and their dependents should receive tuition waivers for any courses taken at their University during that period.

6. In addition to other allowances, academic staff members who receive notice of layoff should have the option of receiving their accumulated sabbatical entitlement in the form of paid leave on a pro rata basis, commencing on the date when their layoff would normally begin. Except as otherwise provided in this section, academic staff members on paid leave in lieu of sabbatical entitlement should enjoy all protections accorded other laid-off academic staff members.

7. Academic staff members who receive notice of layoff should receive an adequate allowance calculated on the basis of one (1) month's salary for each year of service in a University in an academic rank. Tenured academic staff members should receive payment in addition to entitlements based on service, to bring the total to at least one (1) year's salary. All payments under this paragraph should be based on the individual's total salary including the University's contributions to pension and other benefit plans for his/her final academic year of service at the University. In no case shall the number of months' salary paid under this paragraph exceed the time remaining until the normal retirement age for an

Cont'd on p. 39

NOTICE

The Statistics Committee of the Social Science Federation of Canada will be holding its joint meeting with Statistics Canada in April of 1978. If you have any concerns, needs or suggestions for improvement with respect to the present arrangements for the availability and use of public statistics in Canada, please communicate these by February 15 to:

The Chairperson
Committee on Statistics
c/o J. Franceschini
Research Associate
Social Science Federation of Canada
151 Slater St.
Ottawa, Ontario
K1P 5H3

AVIS

La réunion conjointe du Comité de la statistique de la Fédération canadienne des sciences sociales et de Statistique Canada se tiendra au mois d'avril 1978. Si vous avez des besoins, des questions ou des suggestions d'amélioration à communiquer en ce qui a trait à la disponibilité et à l'usage des statistiques publiques au Canada veuillez nous les faire parvenir avant le 15 février.

Le Président
Comité de la statistique
a/s J. Franceschini
Adjoint à la recherche
Fédération canadienne des sciences sociales
151, rue Slater
Ottawa, Ontario
K1P 5H3

Proposed Guidelines On Limited Term Appointments, Visiting Professors, Appointments Based On Short-Term Funding And Tenure Quotas

(These Guidelines are to replace Section B, P. 49 of the CAUT Handbook, 1973)

B.1 Limited Term Full-Time Appointments

(a) Appointments for limited terms are undesirable except for special purposes and should not be substituted for probationary appointments.

(b) The use of appointments for limited terms for full-time academic staff should be clearly specified in any collective agreement or academic staff handbook in the following manner:

(i) Contractually-limited term appointments should be restricted to functionally defined positions such as replacements for academic staff members on sabbatical leave, sick leave, leave without pay, or for appointments funded by contract:

(ii) Academic staff associations or unions should attempt to specify in collective agreements or academic staff handbooks either the exact number of such appointments or the maximum percentage of the salary budget to be allocated to such appointments. Academic staff unions should note that if limited term appointees are represented by another bargaining agent it would be illegal to stipulate their terms and conditions of employment in a collective agreement negotiated by the academic staff union.

(c) Academic staff association and union membership should be open to all full-time academic staff on limited term contracts and associations and unions should attempt to negotiate in good faith just and reasonable terms and conditions of employment consonant with the principles expressed in this guideline.

(d) Academic staff on limited term contracts should enjoy the same rights, benefits and privileges as are common to all other academic staff, e.g., membership in the local academic staff association or union, fringe benefits (except that the benefits would not extend beyond the terminal date specified in the contract), salary and rank commensurate with age, qualifications and experience, academic freedom and freedom from discrimination, the right of equal access to grievance procedures, library privileges, participation in university governance through election or appointment, the right to participate in departmental meetings, the right to teach and to undertake research. By definition this would not include the right to a tenure consideration although this would not preclude a consideration in the circumstances of (f) below.

(e) The length of a limited term appointment should be clearly stated in writing and should not be for less than one year and should exceed three (3) years only in

case of appointments supported by short-term funding (see B.2 below). If the University intends to make an appointment to a probationary position for which the term appointee may be a candidate it should advise the term appointee to this effect not later than the first day of January in the academic year in which the contract ends. Every effort should be made to notify the term appointee of the decision on the appointment early enough so that he or she may investigate possibilities of other appointments.

(f) If a person who has served on a full-time limited term contract is subsequently given a probationary or tenured position, then the time served in the limited term contract should, with the approval of the academic staff member, be counted as equivalent service to the University with regard to probationary or tenured service or wherever a seniority rule applies.

B.2 Short-Term Funding

(a) Contracts may be offered to an academic staff member for a definite and limited term because the funds come from a specific research grant or government or other programme with a terminal date. The academic staff member should, however, be informed in writing by the appropriate administrative officer at the time of appointment that he or she is being appointed to a limited term contract arising from a specific research grant or government or other programme with a terminal date. It is not acceptable to attempt retroactively to declare appointments to be limited-term because of short-term funding problems.

(b) During the period of the grant, the academic staff member should have the protection of academic freedom, freedom from discriminatory actions, the same protections with regard to dismissal for cause during the term of the contract as other academic staff members, access to the grievance and arbitration procedures of the University along with appropriate coverage for illness, disability, dental care and access to the University life insurance policy.

(c) Academic staff associations and unions should include academic staff members on short-term funding in the association or union and should bargain for them to secure just and equitable terms consistent with this policy statement.

B.3 Visiting Professorships*

(a) Visiting professorships should be used for the purpose of securing the services temporarily of a *bona fide* visitor who has recognized distinction in his or her field and who is on leave from another position outside the University and should not be used as a substitute for probationary contracts.

(b) Visiting professors should enjoy academic freedom and freedom from discrimination, should be covered by short and long-term disability insurance unless already covered elsewhere, and should receive salary and rank commensurate with qualifications and experience unless he or she is receiving equivalent salary or financial support from outside the University.

(c) Academic staff associations and unions should include visiting professors as members and should attempt to negotiate contractual provisions guaranteeing for them appropriate rights, benefits and privileges, and should limit the use of such contracts either functionally or by number or both, and should normally limit the length of service as a visiting professor to a maximum of one calendar year. If an academic staff association or union decides to exclude visiting professors from the association or union it should negotiate a letter of understanding with legal force with the University limiting the use of visiting professorships either functionally (as described in section B.1.b.i) or by number or both and limiting the length of service.

B.4 Tenure Quotas

The term "tenure quota" describes the practice of establishing *de facto* or *de jure* policies which have the effect of specifying the number or percentage of academic staff positions which are probationary leading to tenure or the number or percentage of academic staff members holding tenure in the University.

(a) The CAUT is opposed to all forms of tenure quotas in Canadian universities because it expects that in Canada tenure quotas would have the following effects:

(i) They would discriminate against academic staff by excluding from probationary or tenured appointments those with qualifications which would normally be judged to be of a standard to merit tenure or consideration for tenure.

(ii) They would discourage serious evaluation of the professional and academic qualifications of excluded academic staff. Quotas alter the function of the probationary period since it is implicit that a consideration of the quality of performance is not the only criterion for the contractual decision.

(b) Faculty associations or unions should include a clause in any collective agreement or academic staff handbook which ensures that the establishment of a fixed proportion of tenured to non-tenured academic staff is a violation of the agreement.

(c) Where part-time academic staff or limited-term appointees are excluded from the collective agreement or academic staff

handbook the academic staff association or union may wish to negotiate the total number of full-time academic staff positions which cannot be changed except by agreement or the minimum percentage of the budget to be applied to academic staff salaries to ensure that full-time posts will not be replaced by part-time appointees.

B.5 Academic Staff Without Research Obligation

Individuals may wish to accept appointments which do not require continuing scholarly or research activity and do not provide an opportunity for promotion through the ranks. Academic staff holding such appointments with, for example, the permanent rank of Instructor should be treated as regular members of the academic staff. They should receive regular salary increments and the usual economic fringe benefits, eligibility for some form of tenure or continuing appointment and protection of academic freedom. The academic staff association or union should be prepared to negotiate equitable terms and conditions of appointment and salary ranges for such persons.

B.6 Academic Staff on Eight or Nine Month Contracts with Responsibilities Equivalent to Those Normally Carried by Full-Time Academic Staff

Academic staff members should not be required to undertake full-time responsibilities on appointments of less than a year (for example, on contracts of eight or nine months duration). They should be treated as regular members of the academic staff and should be included as members in any academic staff association or union. The appointments of such academic staff should be converted by negotiation to one-year contracts. They should enjoy the same rights, privileges and benefits as full-time academic staff in the same manner as indicated for part-time faculty.

Persons enrolled in a department as graduate students who act as teaching assistants should not be included in this category though students who are fully responsible for the content and presentation of a course should be accorded full academic freedom in the presentation of the course. Academic staff associations and unions should negotiate a total fixed number for those in the teaching assistant category who are fully responsible for courses or should negotiate a percentage of the budget allocated to this category which can only be altered by negotiation, or should otherwise provide protection in this area.

* Visiting Professors are defined as academic staff members who take up one or two-year appointments at a University while retaining a continuing appointment elsewhere

New Section E Of Policy Statement On Academic Appointments And Tenure: Part-Time Faculty

Universities in Canada have traditionally used part-time and sessional appointments for a wide variety of purposes and to cover many different types of employment. They have also used a variety of titles to describe part-time work and sometimes these titles are used differently by different universities. Nor do all universities make it as clear as they might whether an academic staff member is full-time or part-time. All academic staff should receive appointment offers which tell them specifically whether they are regular full-time or part-time regardless of any other terminology to describe their posts. All categories of academic staff should have the same guarantees of academic freedom and freedom from discrimination.

The major differentiation recommended by these guidelines is between those part-time academic staff members engaged in academic activities equivalent to teaching two or more full-year courses per academic year and those part-time academic staff who teach fewer than two courses or are engaged in equivalent academic activities per academic year sometimes without further responsibilities in the university and/or whose primary employment is elsewhere.¹

1. Part-time academic staff who teach two or more full-year courses or who have other academic responsibilities equivalent to this.

The CAUT does not favour the use of part-time appointments for academic staff members responsible for the equivalent of two or more full-year courses. In the experience of CAUT, persons holding such appointments are frequently treated in an inequitable manner. If, however, such appointments are made, academic staff members holding them should be accorded the protections described in the following sections.

CAUT believes that an academic staff member who is considered by a university to be part-time but who carries substantial teaching or other academic responsibility and is paid on a per course basis should be treated in a category separate from those who teach or undertake other academic responsibility less than the equivalent of two full-year courses per year. Academic staff in the former category have been found to teach heavy course loads on a per course salary usually without fringe benefits or other rights. They should be treated as full-time academic staff and should be members of the academic staff group for which the faculty association or union bargains. This can be done by reviving the category of Instructor where this has fallen into disuse or by inventing a new category. All such academic staff should be eligible for membership in the faculty association or union and should be entitled to the rights, privileges and benefits which are common to full-time academic staff of

similar rank and length of service.

In particular:

(a) they should be paid on the same basis as the other full-time academic staff and should not be paid on a per course basis;

(b) they should have the same fringe benefits as the other members of the academic staff except that those who have their major employment elsewhere should be able to opt out of all or part of the fringe benefit plans;

(c) they should participate in any career progress plan and should have the opportunity, when qualified, for promotion in rank;

(d) they should be able to participate in university, Faculty and departmental governance on the same basis as full-time members of the academic staff;

(e) they should have the same guarantees of academic freedom and freedom from discrimination;

(f) and they should have opportunity for research and administrative or committee work and should be eligible for tenure after a period of probationary service proportionately longer than for an academic staff member on a probationary full-time appointment under the same criteria as full-time members of the academic staff. Such an appointment should not be automatically transferable to a tenured full-time appointment.

2. Part-time academic staff who teach or have other academic

responsibilities less than the equivalent of two courses per academic year.

(a) Part-time academic staff who teach less than the equivalent of two full courses per academic year should be admitted as members of the academic staff association and their interests should be fully represented by the association. The academic staff association may wish to restrict voting privileges.

(b) Academic staff associations which are certified bargaining agents are encouraged to make every effort to include part-time academic staff in this category within the bargaining unit where provincial labour codes make this possible. Where this group cannot be included in the bargaining unit the academic staff association or union should consider the creation of a separate unit if the academic staff in this category so desire.

This separation into two units may well be forced on academic staff associations by labour relations boards which might refuse to allow such part-time academic staff in any bargaining unit or might not regard the two groups as having a sufficient community of interest. The issue of community of interest centres around two issues in particular—layoff order in case of financial exigency and voting rights. It is likely that bargaining agents will wish to see part-time academic staff in this category normally laid off first in a case of financial exigency. Bargaining agents should attempt to negotiate a fixed total complement of academic staff members in this category or a percentage of budget to be devoted to

Cont'd on p. 39

Model Clause On Patents

As a consequence of collective bargaining, whether by special plan or through certification, it has become necessary to translate certain key CAUT policies which are expressed in general terms in the CAUT Handbook into model clauses which associations can propose for insertion in agreements. Thus, last year the CAUT Council approved such model clauses in the area of academic freedom and the prohibition of discrimination. These were approved by the Academic Freedom and Tenure Committee and the Collective Bargaining Committee prior to the Council. These clauses were printed in the December 1977 CAUT Bulletin. In addition, certain matters are of a highly technical quality which the CAUT Collective Bargaining Committee considered to be most usefully rendered in the form of a model clause. These included copyright and patents. The copyright clause appeared in the December 1977 issue of the CAUT Bulletin. The patents clause is reproduced below.

This model clause is proposed for collective agreement but can as well be used in handbooks or by-laws where there is no collective agreement.

For universities without Ph.D. programmes or substantial research interests in science, engineering or the health sciences.

The Employer waives, disclaims and abandons any interest in or claim to the patents of the members of the academic staff.

For universities with Ph.D. programmes and substantial interests in science, engineering, or the health sciences.

1. The Employer agrees that the members of the academic staff have no obligation to seek patent protection for the results of scientific work nor to modify research to enhance patentability. The Employer further agrees that the members of the academic staff have the unqualified right to publish their inventions.

2. The Employer waives, disclaims and abandons any interest in or claim to any invention, improvement, design or development made by a member(s) of the academic staff without the use of the Employer's funds or support/technical personnel. Such inventions and any patents arising therefrom shall be the sole property of the member(s) of the academic staff who is the inventor(s).

3. Members of the academic staff agree to disclose the existence of any patent applications to the Employer within three months of the date of the application and shall affirm in writing at that time whether or not the discovery has been made and developed with the use of university funds or support/technical personnel. The Employer may within one month of receipt of the statement of the faculty member challenge in writing the assertion of the member of the academic staff in regard to the use of university funds or personnel in which case the matter shall be settled by arbitration as detailed in Clause 13. Any challenge by the Employer shall be null and void unless received within the above noted time limit. If the member(s) of the academic staff fails to disclose the existence of patent applications within three months, it shall be understood that the Employer maintains its rights under this Article until such disclosure is made. Failure by the Employer to challenge the assertion of the member of the academic staff within one month shall constitute a waiver of any rights which the Employer may have had in such discovery.

4. The members of the academic staff shall grant to the Employer a non-exclusive royalty-free, irrevocable, indivisible, and non-transferable right to use solely for the university's internal use any patented device, equipment or process when such device, equipment or process has been in-

vented with the use of the Employer's funds or support/technical personnel. Such right however, shall not include the right to transfer or to exploit any product or process.

5. The members of the academic staff shall have the right to make their own arrangements at their own expenses to patent an invention subject to the obligations in this Article and shall be entitled to all the proceeds therefrom except that where the invention has involved the use of the Employer's funds or support/technical personnel, the academic staff member(s) who is the inventor(s) shall share the net proceeds so that the academic staff member(s) receives fifty percent (50%) thereof and the Employer fifty percent (50%) thereof. The term "net proceeds" as used herein shall mean the net profits derived from licensing or commercialization of the patented product, equipment or process after deduction of all expenses incurred for patent searches, for obtaining patent protection and for maintaining said protection in Canada and in other countries.

6. For the purposes of interpreting Clauses 2, 3, 4, 5 the payment of salary to members of the academic staff and the provision of a normal academic environment in which to work shall not be construed as use of the university's funds or use of its support / technical personnel.

7. Canadian Patents and Development Ltd.

(Note: This clause applies where the University has a contract with CPDL or the Research Corporation of New York or a similar agency.)

The academic staff members shall have the option of processing an application for a patent(s) and of exploiting any such patent(s) either on their own as in Clause 5 or through Canadian Patents and Development Limited or other similar agency with which Employer may have an agreement. Where the academic staff member(s) elects to proceed through CPDL or other similar agency, he/she shall make such arrangements and shall receive such proceeds as are specified in the agreement between the Employer and CPDL or other similar agency. The Employer undertakes not to modify, change, alter or abandon its contract with CPDL or other similar agency without the approval of the faculty association. The academic staff members agree that the Employer, CPDL or other similar agency have the right at their sole discretion to refuse to process any patent application or to refuse to exploit any patent within 12 months of the date of a request to this effect by the academic staff members in which case the academic staff members are free to make their own arrangements subject to the obligations in this Article relating to the sharing of net proceeds.

8. University Development Office

(Note: This clause is only applicable where the Employer maintains at its expense a facili-

ty for the processing of patent applications and the development thereof or retains at its expenses the services of a patent agent for handling patent applications on university inventions.)

The members of the academic staff may at their sole discretion request the Employer to process an application for a patent and/or to arrange the commercial exploitation thereof. In this circumstance the academic staff member(s) concerned shall assign his / her patent to the Employer subject to the conditions hereinafter described, and shall receive 50% of the net income from the exploitation of the patent. Prior to the assignment of the patent rights, the Employer shall deliver to the academic staff member(s) concerned in writing (a) a statement indicating to the academic staff member(s) his or her rights under clause 5 of this Article, (b) a schedule in reasonable detail of the manner in which costs are to be assigned (e.g. what overhead costs if any are to be charged, the cost of support and technical personnel, any retroactivity, etc.). Failure by the Employer to supply to the academic staff member(s) concerned the written statement required in this Clause shall relieve the academic staff member of the obligation to assign his or her invention to the Employer. If after assignment of a patent, the Employer fails to take reasonable steps to exploit the patent, the Employer shall reassign its rights in the invention to the inventor(s). Any dispute concerning the interpretation of this Clause shall be settled by arbitration as detailed in Clause 13. The members of the academic staff agree that the Employer has the right at its sole discretion to refuse to process any patent application or to refuse to exploit any patent in which case the academic staff members are free to make their own arrangements subject to the obligations in this Article. Failure to work in Canada, on a commercial scale, a patented invention within three years of the date of issue of a patent shall be deemed to be a failure on the part of Employer to take reasonable steps to exploit the patent.

9. The name of the university shall not be used in connection with inventions in which the Employer has no interest without mutual agreement.

10. Any revenue which the Employer may receive from inventions shall be dedicated to research with 50% of such income designated for research in the department with which the inventor is affiliated. These funds shall be maintained in a special account which shall be open to the president the faculty association or his / her delegate.

11. The Employer agrees that it shall not enter any agreement to sub-contract or responsibilities already undertaken or possessed by the Employer and employees in the sciences, engineering or the health

sciences without securing to the members of the academic staff who may be seconded to or be employed by the sub-contractor all the rights, privileges and benefits accorded to them in this patent Article of this collective agreement nor shall the Employer enter into any agreement to create a consortia of universities or government departments or private companies for the purposes of research or development or commercial exploitation without securing to the members of the academic staff who may be seconded to or employed by such consortia departments or private companies all the rights, privileges and benefits accorded by this Article. If the Employer makes an agreement contrary to this provision and fails to secure the said rights, privileges and benefits to said members of the academic staff, the agreement shall not apply to members of the academic staff unless there is a special agreement in writing between the Employer and the Faculty Association to waive this clause of the Article.

12. Patents and Copyright Committee

The parties agree to create a continuing Committee on Patents and Copyright, which shall be composed of two (2) members by the Employer and two (2) members appointed by the Association with the chairmanship alternating between the Employer's representatives and the Association's representatives at each successive meeting.

The Committee shall meet at least twice annually to:

(i) conduct such business as is referred to it;

(ii) consider proposals for modifications or changes in the patents and copyright articles of this Collective Agreement;

(iii) mediate any disputes arising out of this Article as per Clause 13 below.

13. Grievance and Arbitration

For the purposes of this Agreement, any grievance pertaining to this Article shall be handled in accordance with the following procedure:

(a) the academic staff member(s), within three weeks of the event giving rise to the grievance or the date on which the member(s) knew or reasonably should have known of such event if that date is later, shall present a grievance to the Vice-President (Academic);

(b) within two weeks of the receipt of the grievance, the Vice-President (Academic) shall refer the matter to the continuing committee on Patents and Copyright and inform the Association of such grievance. If the Vice-President (Academic) fails to refer the matter to the continuing Committee on Patents and Copyright within the time limits, the academic staff member shall be deemed to have succeeded in his / her grievance and the results thereof shall be binding on the university.

(c) The continuing Committee on Patents and Copyright, within one

Cont'd on p. 39

Model Clause on Academic Freedom for Collective Agreements and Faculty Handbooks

The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential to both these purposes in the teaching function of the university as well as in its scholarship and research. Academic staff shall not be hindered or impeded in any way by the university or the faculty association from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such legal rights. The parties agree that they will not infringe or abridge the academic freedom of any member of the academic community. Academic members

of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge.

This model clause is repeated in this issue of the Bulletin. Originally published in the Dec. 1977 Bulletin, it was marred by a typographical error.

Vacancies

ADMINISTRATION

ASSOCIATION OF ATLANTIC UNIVERSITIES. Executive Director. The Association of Atlantic Universities is a voluntary association of 19 institutions in the four Atlantic Provinces, plus the University of the West Indies. There is an Executive Council of 20 presidents. The AAU was established in 1964 to facilitate cooperation at the regional level. It has loosely affiliated with it almost a score of Atlantic groups such as academic vice-presidents, business officers and librarians. The four-person secretariat is located in Halifax. The executive director is responsible to the Executive Committee for: Drafting of policy documents; Proposals for cooperative projects; Liaison, directly or indirectly, with government and government agencies; Liaison, directly or indirectly, with the Maritime Provinces Higher Education Commission; Liaison with associated Atlantic groups and with other provincial, regional and national university associations. The affairs of the Association are conducted in English but a working knowledge of French is an asset. Anticipated date of appointment: 1 July 1978. Salary: negotiable. Applications and nominations should be submitted before 1 March 1978 to: Dr. Malcolm MacDonell Chairman, AAU Association of Atlantic Universities, 5th Floor, Duke Tower 5251 Duke Street Halifax, Nova Scotia B3J 1P3.

UNIVERSITY OF CALGARY. Faculty of Medicine. Applications are invited for the position of Professor and Head, Division of Anaesthesia commencing any time after January 1, 1978. Duties will include undergraduate teaching, training and education of residents and service as Head of the Department of Anaesthesia of the major teaching hospital affiliated with the Faculty. A research interest is necessary. Salary according to qualifications and experience. Applications accompanied with an up-to-date curriculum vitae may be sent to Dr. L. E. McLeod, Dean, Faculty of Medicine, The University of Calgary, Calgary, Alberta. T2N 1N4.

THE UNIVERSITY OF CALGARY. Chief Librarian. The Library of the University of Calgary, including libraries in Geology, Law, and Medicine, comprises more than 2.5 million items, including a significant collection of archival material on Canadian history, literature and architecture. The Chief Librarian supervises a staff of 39 professional librarians and 157 support staff; is responsible for preparation and control of a budget in excess of \$3.5 million, is responsible for the overall administration and policy coordination of the various functional divisions of the University Library. He/She reports directly to the Vice-President (Academic). The position is to be filled by July 1, 1978 for an initial term of five years. A candidate for this position should have formal qualifications in Librarianship and/or Information Science and a record of substantial administrative achievement. Response should include a Curriculum Vitae and names of three referees, and should be sent to Dr. K. Ann Kerr, Academic Assistant to the President, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Dean, Faculty of Social Welfare. Applications and nominations are invited for the position of Dean of the Faculty of Social Welfare at the University of Calgary. This Faculty is currently responsible for B.S.W. programs both in Calgary and in Edmonton with about 36 faculty members and some 300 full-time and 120 part-time students. The undergraduate program, accredited by CASSW, is a four year program combining courses in liberal arts and social work with roughly equal emphasis. In addition, some 40 students are enrolled in the graduate program proceeding towards M.A. and M.S.W. degrees. This position of chief executive officer of an expanding faculty in a young university provides unique opportunities for leadership, program development and personal fulfillment. Candidates should have a substantial record of skill and achievement in both academic and administrative areas and an appreciation for the Canadian scene. The initial appoint-

Postes vacants

ment will be for five years beginning July 1, 1978. Responses, including a curriculum vitae and names and addresses of three referees, should be sent to Dr. K. Ann Kerr, Academic Assistant to the President, The University of Calgary, Calgary, Alberta, T2N 1N4.

LAURENTIAN UNIVERSITY. Division of Physical Education. Director. The Division of Physical Education consists of three units each with its own Chairman. The School of Physical and Health Education offers a four-year honours Bachelor of Physical and Health Education program; the Department of Intercollegiate Athletics competes successfully in the OUAA and OWIAA conferences; and the Department of Physical Education Services provides both the university and wider community with instructional, recreational, and competitive programs. Plans are being finalized for the implementation of an interdisciplinary Masters program in Child and Developmental Studies. Applicants for the position of Director are expected to have strong academic credentials and the successful administrative experience needed to meet the challenge of coordinating the functions of this division and to provide the type of leadership needed to ensure its continued growth. Qualifications required: — Doctorate — Well developed administrative abilities and previous administrative experience — Nationally recognized teaching and research record — The ability to communicate with and relate to other academic units and the many publics with which the Division interacts. — Familiarity with the Ontario and Canadian physical education scenes. Applications should include a curriculum vitae plus the names of four referees. The appointment will be made effective July 1, 1978 for a period of three years. Rank and salary to be based upon experience and qualifications. Applications should be sent to: The Chairman, Search Committee for Director of Physical Education, Division of Physical Education, Laurentian University, SUDBURY, Ontario. P3E 2C6.

THE UNIVERSITY OF MANITOBA. Faculty of Home Economics. Applications are invited for the position of Head, Department of Family Studies. Candidates should have the following qualifications: Ph.D. or demonstrated equivalence in human development, family, and/or family economics and management; demonstrated leadership and administrative abilities; competent college teaching record; and evidence of scholarly achievement. Candidates should possess an orientation to and appreciation of the role of Home Economics in the university and the community. A knowledge of Canadian conditions will be an asset. The Head reports to the Dean of the Faculty of Home Economics and is responsible for management of the Department and for leadership, co-ordination and participation in teaching, research and community service activities of the Department. Rank and salary will be commensurate with qualifications and experience. Position effective from July 1, 1978. Applications including academic credentials, résumé of professional and research qualifications and the names of at least three referees should be sent to Dr. Bruce E. McDonald, Dean, Faculty of Home Economics, University of Manitoba, Winnipeg, Manitoba. R3T 2N2. Further information and description of responsibilities are available on request.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. L'Institut d'études pédagogiques de l'Ontario recherche un chef pour le centre d'études sur l'éducation franco-ontarienne. La fonction: Le chef du centre est responsable de l'administration d'une unité de recherche et de développement desservant les écoles d'expression française en Ontario. Le centre dépend administrativement du bureau du Coordonnateur du Développement Régional et comprend un personnel francophone diversifié, dont deux professeurs à plein temps. Il/elle participera à la réalisation des projets existants et à l'élaboration de nouveaux projets, définis dans le cadre de priorités

University of Montreal Faculty of Arts and Sciences DEPARTMENT OF CHEMISTRY

The Department of Chemistry of the University of Montreal is currently accepting applications for a tenure-track faculty appointment, beginning June 1978, in Organic or Analytical Chemistry. It is anticipated that the appointment will be at the assistant professor level, although more senior candidates will be considered. Candidates should possess a Ph.D. degree in Chemistry, have postdoctoral experience and be familiar with high-resolution mass spectrometry, GC/MS and minicomputers. Duties will include the development of a strong research program in applications of mass spectrometry and teaching at both the undergraduate and graduate levels. Research interests should allow strong interaction with one or more of the following areas: Biomedical, Physical-Organic, Natural-Products and/or Environmental Chemistry. Collaboration with other research groups in the University and in other institutions is encouraged. The candidate is expected to perform teaching duties in French, at least by the end of the first year of appointment.

Deadline for applications: February 28, 1978.

Please send a curriculum vitae, a brief description of proposed research and three letters of recommendation to:

Yvon Sicotte,
Chairman, Department of Chemistry
Université de Montréal
P.O. Box 6210, Station A
Montreal, Quebec H3C 3V1
Canada.

ACADIA UNIVERSITY SCHOOL OF BUSINESS ADMINISTRATION

Applications are invited for three positions at the rank of either Assistant Professor or Associate Professor in the School of Business Administration of Acadia University. The salaries offered will be fully competitive and according to qualifications and experience.

Applicants should hold the Ph.D. degree or the M.B.A. with considerable experience. Duties comprise undergraduate teaching in one or more of accounting, finance, organizational behaviour or computer systems.

The effective date of appointment is June 1st, 1979 or later by mutual agreement. Applications should be addressed to Dean D. L. Misener, F.C. Manning School of Business Administration, Wolfville, Nova Scotia, B0P 1X0.



FACULTY POSITION

OCCUPATIONAL THERAPY

Position available July 1, 1978, at the Lecturer or Assistant Professor rank, to teach undergraduate courses in mental health and in occupational role analysis, and to develop the preventive and health promotion role of occupational therapy.

Rank and salary is dependent upon qualifications.

Inquiries and applications should be sent to M. F. Trider, Director and Associate Professor, Programs in Occupational Therapy, The University of Western Ontario, London, Ontario N6A 5C1.

établies par un comité consultatif composé d'éducateurs franco-ontariens. Il/elle pourra offrir des cours menant à la maîtrise et au doctorat. Le / la candidat(e) doit posséder une formation appropriée au poste (doctorat ou autre titre supérieur) ainsi que des qualités d'initiative et de dynamisme. La préférence sera accordée aux candidats possédant une expérience dans l'enseignement et une connaissance des problèmes des écoles franco-ontariennes. Traitement: selon les qualifications et l'expérience. Date d'entrée en fonction: à négocier avant le 1er juillet 1978. Faire parvenir avant le 28 février 1978 votre acte de candidature et votre curriculum vitae à: Dr. M. Holmes, Coordonnateur de Développement Régional, l'Institut d'étude pédagogique de l'Ontario, 252 Bloor West, Toronto, Ontario. M5S 1V6.

QUEEN'S UNIVERSITY. Faculty of Medicine. Department of Anaesthesiology. 1. Title of Position: Head, Department of Anaesthesiology, Queen's University. 2. Qualifications: Highest professional qualifications. Demonstrated competence in teaching, research and administration. 3. Nature of Duties: Professor and Head, Department of Anaesthesiology, and Anaesthesiologist-in-Chief, Kingston General and Hotel Dieu Hospitals. Responsible for leadership and supervision of academic and professional activities of the Department of Anaesthesiology. 4. Salary: Commensurate with qualifications and experience. 5. Effective Date of Appointment: July 1, 1978. 6. Closing Date: When position filled. 7. Enquiries: Dr. T. J. Boag, Dean, Faculty of Medicine, Queen's University, Kingston, Ontario.

UNIVERSITY OF SASKATCHEWAN. The Right-Honorable John G. Diefenbaker Centre. Position: Director, the Right-Honorable John G. Diefenbaker Centre. The Diefenbaker Centre will house the Diefenbaker Papers, a replica of Mr. Diefenbaker's office as Prime Minister, a replica of the Privy Council chamber, Mr. Diefenbaker's private library, and a small museum. The Director of the Diefenbaker Centre will: undertake research, write, and possibly teach a graduate seminar at the University on aspects of the Diefenbaker years administer the Diefenbaker Centre, its staff and programs, and formulate policies for the Centre; provide reference service, plan new exhibits and engage in extension projects which will make the work and resources of the Centre known and available to all interested Canadians. Salary and Rank: The position is established as a professorial position at the rank appropriate to the qualifications of the successful applicant. Academic Requirements: Ph.D., proven research abilities and a good publication record. Archival or museum experience, and previous administrative experience, highly desirable. Applications with curriculum vitae and the names of three referees should be sent to: Dr. T.D. Regehr, Chairman, Diefenbaker Centre Operations Advisor Committee, Arts 720, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF VICTORIA. School of Social Work. Applications are invited for two positions to administer and direct a concentrated B.S.W. degree program and continuing professional education in the DAWSON CREEK and KOOTENAY areas of British Columbia. Some direct teaching responsibilities are expected. Candidates must have teaching and practice experience in the general practice of social work in a rural area. Preference will be given to candidates with a doctorate degree in social work. Starting date is July 1, 1978. Send Curriculum Vitae and names of three referees to: Dr. Brian Wharf, Director School of Social Work University of Victoria P.O. Box 1700 Victoria, B.C. V8W 2Y2. Position is subject to final budget approval; faculty rank open to negotiation. Closing date for application: Feb. 28, 1978.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY. Department of Adult Education. St. Francis Xavier University, Department of Adult Education. Applications are invited for visiting professor to advise students (masters level); participate in development and evaluation projects of the Department. Experience in assisting development and implementation of individual learning programs using experience-based learning resources; experience as a practitioner in Adult Education; a doctorate in Adult Education or closely related area. Salary and rank will be commensurate with experience. Direct replies to Dr. Teresa

MacNeil, Chairman, Department of Adult Education, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. Appointment effective September 1, 1978.

ANAESTHESIA

UNIVERSITY OF TORONTO. Faculty of Medicine. Department of Anaesthesia. 1. Anaesthesia. 2. Associate Professor and Staff Anaesthetist. 3. M.D. 4. Research oriented with interest in Neurophysiology; teaching responsibilities in Postgraduate Anaesthetic Programme; Undergraduate training. 5. \$45,000. 6. Dr. A. A. Scott, Chairman, Department of Anaesthesia, 101 College Street, R-1-121 University Wing, Toronto, Ontario M5G 1L7. 7. July 1st, 1978. 8. March 1st, 1978.

ANATOMY

THE UNIVERSITY OF ALBERTA. Department of Anatomy. Applications are invited for a position as Assistant Professor, salary dependent upon previous experience. In the first instance, the position is for a 1 year term to replace a staff member on study leave for the period July 1, 1978 to June 30, 1979, but may lead to a permanent appointment. Experience in gross anatomy and/or histology an advantage. Please send curriculum vitae to the Chairman, Department of Anatomy, University of Alberta, Edmonton, T6G 2H7, by March 1st, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Anatomy. Applications are invited (subject to the availability of funds) for a position of Assistant or Associate Professor July 1, 1978. The duties of the successful candidate will be to take a major responsibility in (1) the teaching of gross anatomy to medical, dental, allied health science students and graduate students. Academic qualifications are M.D. or Ph.D. in anatomy. The successful candidate will be expected to carry on a strong research program in any of the subdisciplines of anatomy, attract research funds and graduate students. Salary and rank will be commensurate with qualifications and experience. The competition will be closed when the position is filled. Letter of application, including curriculum vitae and the names of three referees who can attest to research and teaching abilities to be sent to Chairman, Department of Anatomy, University of Western Ontario, London, Ontario N6A 5C1.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Anatomy. Applications are invited (subject to the availability of funds) for a position of Assistant or Associate Professor July 1, 1978. The duties of the successful candidate will be to take a major responsibility in (1) the teaching of neuroanatomy to medical, dental, allied health science students and graduate students. Academic qualifications are M.D. or Ph.D. in anatomy. The successful candidate will be expected to carry on a strong research program, attract research funds and graduate students. Salary and rank commensurate with experience. The competition will be closed when the position is filled. Letter of application, including curriculum vitae and the names of three referees who can attest to research and teaching abilities to be sent to Chairman, Department of Anatomy, The University of Western Ontario, London, Ontario N6A 5C1.

ANIMAL AND POULTRY SCIENCE

UNIVERSITY OF SASKATCHEWAN. Department of Animal and Poultry Science. Applicants are invited for the following position which will be filled as soon as possible. Associate Professor (Animal Nutrition) — rank negotiable based on qualifications. Qualifications: Ph.D., experience in teaching and research preferred. Salary: under review. Responsibilities: 1. To teach animal nutrition with emphasis in the monogastric and swine areas. 2. To direct graduate students and conduct an appropriate amount of research principally associated with swine production. 3. To develop a liaison with the swine industry. Applications: A curriculum vitae and names of three references should be sent to: Dr. C.M. Williams, Head Department of Animal and Poultry Science University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Anthropology-Museology. University of British Columbia. Department of Anthropology and Sociology.



YORK UNIVERSITY

Toronto, Ontario, Canada

invites applications and nominations for the position of

Dean of the Faculty of Arts

The Faculty of Arts is the largest of York's ten faculties and is located on the main campus in northwestern Toronto. It has a complement of 494 full-time faculty and approximately 180 part-time instructors in seventeen departments and divisions. The Faculty offers a wide variety of programmes and courses in both disciplinary and interdisciplinary studies.

Candidates should have superior academic qualifications and relevant administrative experience with strong leadership ability. The term of office is for five years, with appointment starting July 1, 1978 preferable but negotiable.

Please address enquiries and recommendations to:

The Secretary
Search Committee for a Dean of Arts
S936 Ross Building
York University
4700 Keele Street
Downsview, Ontario
M3J 1P3

Applications will be received until February 15, 1978

Museum of Anthropology. A vacancy (Assistant or Associate) leading to a permanent post in Museology, Art, Material Culture, Canadian Indians and Eskimos preferred, other area interests considered. Full curriculum vitae and informative covering letter to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. Canada V6T 1W5.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Anthropology and Sociology, University of British Columbia, Summer Session 1978. Vacancies exist to teach two guaranteed courses (Comparative Ethnography, Theoretical Problems in Sociology) and two courses subject to enrolment (Introduction to Social Organization, Canadian Social Issues). Applications to the Head, Department of Anthropology and Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5.

McMASTER UNIVERSITY. Department of Anthropology. The Department of Anthropology McMaster University, anticipates a two-year, contractually limited position for a junior appointment in archaeological anthropology. Salary commensurate with qualifications; position open from July 1978. Contact Dr. R. J. Preston, Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Anthropology. Applications are invited in the field of social-cultural anthropology for one-year appointments during the academic year 1978-79. We are seeking one full-time Assistant Professor (Ph.D. required) and possibly one part-time Lecturer (ABD) with competence preferred in any two of Africa, Latin America, Far East or the Anthropology of Art. Additional duties could include half the Introductory course and a half course in Ethnographic Field Methods. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to Dr. R.B. Drewitt, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Anthropology. Applications are invited in the field of New World Archaeology preferably with research experience in Ontario. This is a one-year appointment at the Assistant Professor or Lecturer level with possibility of renewal. Ph.D. preferred. Duties to include teaching North American Archaeology and Archaeological Laboratory Methods during the regular academic session and Archaeological Field Methods during July and August, 1978. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to Dr. R.B. Drewitt, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario M5S 1A1.

THE UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Anthropology. Applications are invited in the field of Old World Archaeology. This is a one-year appointment at the Assistant Professor level. Ph.D. required. Duties to include teaching Old World Prehistory, African Prehistory (half course), Origins of Agriculture (half course), and one graduate seminar. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to Dr. R.B. Drewitt, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO. Department of Anthropology. The Department of Anthropology University of Toronto, (St. George Campus), will have a 2-year limited term position available at the Assistant Professor level for an anthropologist specializing in North American archaeology, with a regional emphasis on Ontario and Eastern Canada. Teaching duties will include graduate and undergraduate courses in the area of specialization and introductory courses. Send application with vitae and list of three referees to: Bruce Drewitt, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario, CANADA, M5S 1A1. The position begins on July 1, 1978. Applications must be sent no later than February 15, 1978.

UNIVERSITY OF TORONTO. Department of Anthropology. The Department of Anthropology, University of Toronto, (St. Georges Campus), anticipates four positions will be available for one year, limited term appointments at the Lecturer/Assistant Professor level: two in Social Anthropology, one in Archaeology, and one in Physical Anthropology. Social Anthropology specialization is sought in one or more of: kinships, the anthropology sex roles, economic anthropology, religion, symbolism, introductory anthropology, West Africa, Oceania, Latin America. Archaeology specialization is sought in one or more of Mesoamerica, Old World Palaeolithic, archaeological theory, archaeological interpretation, introductory anthropology. Physical Anthropology specialization is sought in evolution, fossil man, human variability, introductory anthropology. Send application with vitae and list of three referees to: Bruce Drewitt, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario, CANADA, M5S 1A1. The positions begin on July 1, 1978. Applications must be sent no later than February 15, 1978.

UNIVERSITY OF VICTORIA. Department of Anthropology. Appointment for eight months from September 1, 1978 to April 30, 1979 at the rank of Sessional Lecturer or Visiting Assistant Professor. Applicants should be capable of teaching both physical anthropology and archaeology at the first and second year levels. Preference will be given first to candidates able to teach advanced physical anthropology and second to those who can teach advanced archaeology. The University of Victoria reserves the right not to fill this vacancy. Applications should be submitted as soon as possible. Send vitae and list of at least three references to Dr. O. Elliott, Chairman, Department of Anthropology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Anthropology. Applications are invited for the tenured appointment of a social / cultural anthropologist at the associate or full professor level. Alternatively, the Department will consider applications for a one year visiting appointment at the above mentioned levels. Research interests open. The interests of the Department are in symbolic anthropology and critical theory, but all facets of the discipline are represented. Canadian experience desirable. Duties include teaching graduate and undergraduate courses. Salary commensurate with experience. Subject to the availability of funds, this positions will be available beginning July 1, 1978. Please address all enquiries to the Chairman, Department of Anthropology, University of Western Ontario, London, Ontario.

THE UNIVERSITY OF WINNIPEG. Department of Anthropology. Position Available: University of Winnipeg, Department of Anthropology. Title of position: 1. Director of Archaeological Field School. Qualifications required: 2. Ph.D. or near, certified (or eligible) Boreal forest experience. Nature of duties: 3. Direct field school which runs from May 22 - June 30, 1978. Salary offered: 4. Remuneration - \$2,650. for the six week session. Person to whom enquiries should be sent: Dr. Jack Steinbring, Chairman, Field School Committee, Department of Anthropology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Effective date of appointment: May 22, 1978. Closing date for applications: March 15, 1978.

APPLIED STUDIES

UNIVERSITY OF LETHBRIDGE. Department of Applied Studies. Assistant Professor of Applied Studies. Probationary Appointment beginning July 1, 1978. Applicants should hold a Ph.D. and have a strong multidisciplinary background. They should also have previous university teaching experience, and familiarity with government and business agencies. Responsibilities include assisting students in the development of Applied Studies learning projects, supervising students in field-work placements, and chairing evaluation committees. Salary Range: \$18,197 - \$23,293 (1977-78 salary schedule). Interested candidates should forward a letter of applications, a curriculum vitae, a transcript of academic record, and the names of at least three persons willing to serve as referees. Deadline for Applications: February 28, 1978. Apply to: J. Anthony Long, Dean, Faculty of Arts

and Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Biochemistry. A postdoctoral position in the area of Physical Biochemistry of lipids in natural and artificial membranes and lung surfactant is available for one year effective immediately. Salary - \$11,200 per annum. Send resume and names of three referees to: Dr. K. M. Keough, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. A1B 3X9.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Biology. Applications are invited for a faculty position (rank open), with primary responsibility in the development of a graduate programme (M.Sc. and Ph.D.) in the field of fisheries biology. Preference will be given to candidates with an established background and practical experience in applied fisheries research. Applicants should submit a full curriculum vitae and names of three referees to Dr. G. Robin South, Head, Department of Biology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9, by March 20, 1978.

UNIVERSITY OF NEW BRUNSWICK. Department of Biology. Saint John Campus, Division of Biology, effective, subject to budgetary approval, July 1, 1978 or later. Applicants should possess a Doctorate in the appropriate area and should apply to Dr. R.B. Kelly, Chairman, Division of Sciences, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications should be accompanied by a curriculum vitae and copies of publications. Applicants should arrange for three letters of reference to be sent directly to Dr. Kelly. Position 1. Marine Vertebrate Biologist. The successful applicant will be expected to teach undergraduate courses in, Animal Diversity Structure and Function, the Biology of Vertebrates, Physiology of Marine Vertebrates and Marine Fisheries, and to develop an active research programme. Position 2. Marine Ecologist. The successful applicant will be expected to teach undergraduate courses in Phytoplankton Biology, Aquatic Production Dynamics, Estuarine Biology and Marine Field Biology and to develop an active research programme. Note re both above positions: The ability to teach an introductory course in Biochemistry will be an advantage.

DALHOUSIE UNIVERSITY. Department of Physiology and Biophysics. Faculty Position: physiologist or biophysicist. Candidates with research interests in neurophysiology cybernetic, endocrine, cardiovascular, or respiratory control will be given preference. Appointment will be at the assistant or associate professor level beginning July 1978. Teaching duties may include medical, paramedical, and graduate student courses. The applicants should hold a M.D. and/or Ph.D. degree and have has postdoctoral training. Send curriculum vitae and names of three reference to: Dr. G.A. Klassen, Head, Department of Physiology and Biophysics, Dalhousie University, Halifax, Nova Scotia. B3H 4H7.

BUSINESS ADMINISTRATION AND COMMERCE

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Successful candidates will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Teaching and research interests should be in accounting, management science, organizational behavior, or finance. Overseas experience would also be an advantage. Remuneration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Education, Alberta T6G 2G1.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Accounting A doctorate degree or a dissertation near com-

pletion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. C.A. Prentice, Chairman, Accounting Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. The University of Calgary, Faculty of Business is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Science & Management Information Systems and Marketing, beginning July 1, 1978. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Finance. A doctorate degree or dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Financial Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Management Information Systems. A Doctorate degree or dissertation near completion required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Malcolm C. Munro, Chairman, Management Science and Information Systems Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Policy. An advanced degree is required. Considerable business or government experience is very desirable. Ability to teach Introduction to Business, Business Strategy, Business Communications, or Public Administration is a definite plus. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy and Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Law. A law degree and/or an M.B.A. is required. Considerable experience is helpful. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Communications (written and oral). Considerable business, government, or teaching experience is very desirable. Duties involve undergraduate teaching and the future possibilities of graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Organization Theory, Labor Relations or Public Management. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary open and competitive. Direct inquiries to Dr. Ahmed N. Azim, Chairman, Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta. T2N 1N4.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for Assistant Associate rank in the following areas of interest: (i) Accounting (ii) Organizational Behaviour. (These positions are subject to budget approval.) Appointment effective July 1, 1978; salary is negotiable. Qualifications required. Ph.D.

term appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program.

CONCORDIA UNIVERSITY. Department of Finance. Applications are invited for a full-time position in The Department of Finance. Proficiency in teaching and strong research orientation desired. All fields and ranks open for consideration, salary competitive. Ph.D. completed or near completion required as a basis for consideration. Academic and/or business experience is desirable. Montreal offers a unique and stimulating environment for academic advancement. Please apply before February 28, 1978, with curriculum vitae and any supporting documents to Dr. C.C. Potter, Chairman, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Canada.

CONCORDIA UNIVERSITY. Faculty of Commerce and Administration. Concordia University, Department of Management. Applications are invited for the following teaching positions: Organizational Behavior, Business Policy, Production Management and Entrepreneurship. Qualifications required: DBA or Ph.D. Duties involve teaching and research. Rank and salary are based on candidate's qualifications and experience. Direct replies to: Gunther Brink, Professor and Chairman, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Phone (514) 879-4248.

UNIVERSITY OF LETHBRIDGE. Department of Management Arts. Applications are invited for two continuing positions in the Department at the Assistant or Associate Professor level effective July 1, 1978. Candidates, with a Ph.D. or equivalent, will be considered from the following areas: (1) Accounting (2) Industrial Relations (3) Agricultural Management (4) Management Science (5) Urban and Regional Management. Duties include undergraduate teaching and research. Contact L.C. Hoye, Acting Chairman, Department of Management Arts, University of Lethbridge, Lethbridge, Alberta T1K 3M4.

MCGILL UNIVERSITY. Faculty of Management. Behavioral Science. 2 openings in the area of Organizational Behavior - Organizational Theory. Rank and Salary negotiable according to qualifications and experience. Applications should be sent to: Professor Gerald J. Gorn, Faculty of Management, McGill University, 1001 Sherbrooke St., West, Montreal, Quebec H3A 1G5.

MCGILL UNIVERSITY. Faculty of Management. Business Administration. 1. Assistant Professor and Beginning Associate Professor in such functional specialities as Accounting, Finance, Marketing, International Business, Policy, Systems and Computers, Quantitative Methods and Public Administration. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B. Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Stanley J. Shapiro, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St., W., Montreal, Quebec, H3A 1G5. Effective date of appointment - September 1, 1978.

MCMaster UNIVERSITY. Faculty of Business. 1. Positions in accounting. Rank open. 2. Ph.D. completed or near completion. 3. Teach and do research in accounting. Areas to be covered: Managerial, Controlling, Systems, and Financial. 4. Salary appropriate for qualifications. 5. W.J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When positions filled.

MCMaster UNIVERSITY. Faculty of Business. Finance Area. Faculty of Business, McMaster University. 1. Assistant Professor of Finance, but other ranks may be considered. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate levels with interest in managerial finance, securities and/or income taxation. 4. Open. 5. Dr. Stanley N. Kaiken, Chairman, Finance and Business Economics Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When filled.

MCMaster UNIVERSITY. Faculty of Business. Applications are invited for the position of Assistant Professor of Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management formation systems. Applications should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G.W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMaster UNIVERSITY. Faculty of Business. Applications are invited for the position of Assistant Professor of Management Science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G.W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMaster UNIVERSITY. Faculty of Business. 1. Positions in accounting. Rank open. 2. Ph.D. completed or near completion. 3. Teach and do research in accounting. Areas to be covered: Managerial, Controlling, Systems, and Financial. 4. Salary appropriate for qualifications. 5. W.J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When positions filled.

MCMaster UNIVERSITY. Faculty of Business. Finance Area. Faculty of Business, McMaster University. 1. Assistant Professor of Finance, but other ranks may be considered. 2. Doctorate or dissertation in progress. 3. Research and teaching at the graduate and undergraduate level with interests in managerial finance, securities and/or income taxation. 4. Open. 5. Dr. Stanley N. Kaiken, Chairman, Finance and Business Economics Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1978. 7. When filled.

MCMaster UNIVERSITY. Faculty of Business. Applications are invited for a faculty position in Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management information systems. Salary and rank are based on qualifications and experience. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G.W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMaster UNIVERSITY. Faculty of Business. Applications are invited for a faculty position in Management Science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Salary and rank are based on qualifications and experience. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G.W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMaster UNIVERSITY. Faculty of Business. Faculty position in the Personnel and Industrial Relations Area commencing July 1, 1978. The successful candidate will be expected to make a strong contribution to research in Industrial Relations and to teach graduate and undergraduate courses in Industrial Relations. A capacity to teach personnel management and organizational behaviour would also be useful. Prefer assistant but may be able to make appointment at higher rank. Send curriculum vitae to: Dr. Roy J. Adams, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. School of Business Administration and Commerce. The School

requires faculty in the following areas: Personnel/Industrial Relations, Small Business Management, General Management, Business Policy, Accounting, Quantitative Methods and Statistical Applications. An M.B.A. programme is planned for implementation in September, 1978. The undergraduate B. Comm. degree is a co-operative programme which is admitting increasing numbers each year. Rank and salary are competitive and negotiable. Please send application, resume, transcription and references to: G.A. Pynn, Director, School of Business Administration and Commerce, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

MOUNT SAINT VINCENT UNIVERSITY. Business Administration Department. The successful candidate will be responsible for teaching undergraduate Accounting courses. Qualifications: CA and MBA or CA with relevant experience. Rank and salary will be in accordance with qualifications and experience. Inquiries should be addressed to Chairperson of Business Administration, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Appointment to commence July 1, 1978. Applications open until position is filled.

MOUNT SAINT VINCENT UNIVERSITY. Business Administration Dept. The successful candidate will be responsible for teaching undergraduate Marketing and Management courses. Qualifications: Ph.D. or M.B.A. Rank and salary will be in accordance with qualifications and experience. Inquiries should be addressed to Chairperson of Business Administration, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Appointment to commence July 1, 1978. Applications open until position is filled.

MOUNT SAINT VINCENT UNIVERSITY. Department of Business. Mount Saint Vincent University, Department of Business (Secretarial). Applications are invited for the position of Lecturer/or Assistant Professor in secretarial and office administrative studies. Qualifications for the position are a Master's Degree with undergraduate studies in Secretarial Science. Teaching experience in skill subjects, communications, data processing, records, records management is desirable. Positions available July 1, 1978. Salary in accordance with qualifications and experience. Inquiries should be addressed to: Chairman, Business Secretarial Department, Mount Saint Vincent University, Halifax, Nova Scotia.

UNIVERSITY OF NEW BRUNSWICK. School of Administration. Applications are invited for the following undergraduate teaching positions: Accounting, Finance, Management - Organizational Behaviour, Marketing and Policy. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1978 (Possibly January 1, 1978). Direct inquiries to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

QUEEN'S UNIVERSITY. School of Business. Assistant or Associate Professor(s). Two positions open for term appointments for applicants holding Ph.D. Teaching and research duties in any of the principal fields of organizational and managerial studies. Competitive salary levels depending on experience. Send resume to R.J. Hand, School of Business, Queen's University, Kingston, Ontario, K7L 3N7.

UNIVERSITY OF REGINA. Faculty of Administration. Accounting position open at any rank, based on overall qualifications. Preference to Ph.D./D.B.A. but will consider M.B.A./M.Sc. plus professional accounting designation. Salary is fully competitive. The Faculty's preference is for a senior person with significant experience and a good record of scholarly work. There are excellent opportunities for professional involvement for those persons interested in such opportunities. This is an excellent opportunity for professors who would like to escape from the constraints of rigid departmentation and to work in an open, inter-disciplinary environment. Interested candidates should send c.v. and names of referees to Dr. Don E. Shaw, Dean, Faculty of Administration, University of Regina, Regina, Sask., S4S 0A2. Effective date of appointment is July 1, 1978.

THE UNIVERSITY OF REGINA. Faculty

of Administration, has two positions open, one in Management Strategy / Policy / General Management, and one in some combination of marketing, finance, public administration, operations management, personnel and industrial relations. Rank and salary are open, depending on qualifications. Salaries are fully competitive. Preference will be given for Ph.D. / D.B.A. and appropriate managerial/organizational experience. Interested candidates should send c.v. and names of referees to Dr. Don E. Shaw, Dean, Faculty of Administration, University of Regina, Regina, Sask., S4S 0A2. Effective date of appointment is July 1, 1978.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for the following undergraduate teaching positions: Business Policy, Finance, Production/Operations Management and General Management. Ph.D. or Ph.D. candidate or equivalent. Rank and salary dependent on qualifications and experience. Direct replies to L.T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. Appointment effective Fall 1978.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Position Available. Applications are invited for a full-time faculty position in Organizational Behaviour. Effective Date of Appointment: July 1, 1978. Responsibilities: (1) Teaching at the undergraduate and graduate levels in Organizational Behaviour and if qualifications and experience warrant, possibly in Industrial Relations and Personal Management. (2) Research leading to acceptable forms of publication. Qualifications Requirements: Candidates must hold a Ph.D. degree or be at the completion stage of degree which has as its focus the study of Organizational Behaviour. Study, research, and teaching experience in industrial relations and in the behavioural sciences would also be appropriate. Candidates having an established teaching and research record will be given preferred consideration. Rank and Salary: These will be competitive and based upon academic qualifications, including prior teaching experience, business experience, and research and publications record. Further Information: Interested candidates should send resumes to: Dean P. Michael Maher, College of Commerce, University of Saskatchewan, Saskatoon, Canada, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Positions Available. Applications are invited for a full-time faculty position in Management. Effective Date of Appointment: July 1, 1978. Responsibilities: (1) Teaching at the undergraduate and graduate levels. (2) Research leading to publication in academic journals. Qualifications Requirements: Candidates must hold a Ph.D. degree or be at the completion stage of the degree preferably with a strong emphasis on Business Policy. Serious consideration will be given to candidates with an established academic teaching and research record. Rank and Salary: These will be competitive and based upon academic qualifications, including prior teaching experience, business experience, research and publications record. Appointments may be made at any rank from Lecturer to Associate Professor. Basic Information About Us: (1) Saskatoon has a population of 150,000 with excellent schools and other public facilities. (2) The University of Saskatchewan, Saskatoon, has a student population of over 10,000. (3) The College of Commerce presently has a full-time equivalent faculty of 43 and a student population in excess of 1,150. Further Information: Interested candidates should send resumes to: Dean P. Michael Maher, College of Commerce, University of Saskatchewan, Saskatoon, Canada, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Positions Available. Applications are invited for two full-time faculty positions in Finance. Effective Date of Appointment: July 1, 1978. Responsibilities: (1) Teaching at the undergraduate and graduate levels. (2) Research leading to publication in academic journals. Qualifications Requirements: Candidates must hold a Ph.D. degree or be at the completion stage of the degree preferably with specialization in Management of Financial Institutions, Corporate Finance and Capital Markets. Minors in General Management, Computer and Quantitative Analysis are preferable.

Serious consideration will be given to candidates with strong academic teaching and research record. Rank and Salary: These will be competitive and based upon academic qualifications, including prior teaching experience, business experience, and research and publications record. Appointments may be made at any rank from Lecturer to Professor. Basic Information About Us: (1) Saskatoon has a population of 150,000 with excellent schools and other public facilities. (2) The University of Saskatchewan, Saskatoon, has a student population of over 10,000. (3) The College of Commerce presently has a full-time equivalent faculty of 43 and a student population in excess of 1,150. Further Information: Interested candidates should send resumes to: Dean P. Michael Maher, College of Commerce, University of Saskatchewan, Saskatoon, Canada, S7N 0W0.

SIMON FRASER UNIVERSITY. Department of Commerce. 1. Assistant professors. Each position contingent on budgetary constraints. 2. Ph.D. in hand or near completion. Preference to those eligible for employment in Canada at time of application. 3. Duties include undergraduate and graduate teaching and research in any of the following: (a) accounting (assistant or associate rank) (b) finance / business policy (c) marketing (d) accounting / management information systems (e) organization behaviour (f) business policy. 4. Salaries commensurate with qualifications and experience. 5. Send curriculum vitae and names of three referees to Dr. J.W. Dean, Associate Chairman, Department of Economics and Commerce, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1978.

UNIVERSITY OF WATERLOO. Accounting Program, Department of Economics. Applications are invited for continuing or visiting appointments in Accounting, subject to budget approval. Rank and salary are dependent upon professional and academic qualifications and experience. Doctorate completed or nearly completed or research record required for senior position; other applications also invited for position Lecturer or Assistant Professor. Please send resume to Director, Accounting Program, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Commencing May 1, 1978. Closing date for receipt of application is March 1, 1978. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1978 in the following areas subject to budget approval: Accounting, Finance, Marketing, Organizational Behaviour, and Public Administration. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R6. Deadline for submission - when positions are filled.

CHEMISTRY

MCMASTER UNIVERSITY. Department of Chemistry. Applications are invited for a position in Analytical Chemistry at the level of Assistant Professor, effective July 1 or September 1, 1978. The person appointed will be expected to teach at the undergraduate and graduate level and to initiate an independent research programme. Preference will be given to candidates with post-doctoral experience. Applications should be sent to: Dr. D. B. MacLean, Chairman, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada. L8S 4M1.

SIMON FRASER UNIVERSITY. Department of Chemistry. Subject to budgetary constraints, a tenure-track junior faculty position will be available in the Simon Fraser University Department of Chemistry, effective 1 September 1978. The successful candidate will be expected to establish a research program, actively utilizing the TRIUMF proton, meson, or neutron facility. Applications, including curriculum vitae, brief research proposals, and names and addresses of at least three scientists from whom assessments may be obtained, should be forwarded by 31 March 1978 to: Dr. E.J. Wells, Chairman, Chemistry Department, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

SCARBOROUGH COLLEGE, UNIVERSITY OF TORONTO. Department of Chemistry. Contractually limited (non-tenure stream) faculty positions in inorganic and analytical chemistry plus a sabbatical year replacement in organic chemistry for 1978/79. Rank and salary according to qualifications and experience. Send resume and arrange to have three letters of recommendation sent to: Professor John E. Dove, Chairman, Physical Sciences Group, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4, Canada.

UNIVERSITY OF TORONTO. Department of Chemistry. Post-doctoral fellowship positions are available in the fields of analytical, biological, inorganic, organic, physical, polymer and theoretical chemistry and crystallography. Stipends are up to \$10,600 per annum. Apply to: Dr. Keith Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario. M5S 1A1.

UNIVERSITY OF VICTORIA. Department of Chemistry. The Department of Chemistry invites applications for future visiting or sessional faculty positions commencing with the 78/79 Academic Year. Preferred areas of specialization are organic, inorganic or analytical. A Brochure describing the department is available upon request. Applications with curriculum vitae and the names of three referees, or general enquiries, should be sent to: Dr. A.D. Kirk, Chairman, Department of Chemistry, University of Victoria, Victoria, B.C., Canada, V8W 2Y2.

CLASSICS

UNIVERSITY OF VICTORIA. Department of Classics. The Department of Classics invites applications for the position of Sessional Lecturer for the period September 1, 1978 - April 30, 1979. The successful candidate will be expected to teach undergraduate courses in Latin, Greek and Classical Studies. The appointment is contingent upon the availability of funding. Applicants should send a copy of their curriculum vitae to the Chairman, Department of Classics, University of Victoria, Victoria, B.C., Canada, V8W 2Y2 by March 3, 1978, and should ask two or three referees to write to the Chairman on their behalf.

COMPUTER SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Mathematics, Statistics and Computer Science. Faculty position at the rank of Assistant or Associate Professor in Computer Science. Ph.D. in Computer Science required. Duties: Teaching at the undergraduate level, curriculum development and assisting in the development of a graduate program, departmental responsibilities and research. Appointment to be made effective September 1, 1978 and subject to budgetary approval. Salary negotiable. Send vitae and names of three references to: Dr. J.H. Burry, Head, Department of Mathematics, Statistics and Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X7, Canada.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Department of Computer Science. The Computer Science Group at the University's Scarborough Campus has a vacancy for a contractually-limited one-year appointment as Assistant Professor of Computer Science from July 1st, 1978. The duties will be teaching at the undergraduate level, and research. Applicants should hold a Ph.D. in computer science, preferably in systems and language, numerical analysis, or data management. Salary according to qualifications and experience. Send applications with curriculum vitae and names of three referees to: Professor John E. Dove, Chairman, Physical Sciences Group, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4, Canada.

UNIVERSITY OF VICTORIA. Computer Science. Applications are invited for one permanent and one visiting position in Computer Science, to begin July 1, 1978. Applicants should have research and teaching interests in one or more of the following areas: software engineering, operating systems, computer architecture, programming languages, and analysis of algorithms. Applicants should have a Ph.D. in computer science or equivalent research experience. The salary and rank of the appointment will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the

names of four references to Dr. R.R. Davison, Chairman, Department of Mathematics, University of Victoria, British Columbia, Canada, V8W 2Y2. The closing date for applications is February 15, 1978. The University of Victoria reserves the right not to fill these vacancies.

CREATIVE WRITING

UNIVERSITY OF VICTORIA. Department of Creative Writing. The Department of Creative Writing, University of Victoria, has sessional vacancies beginning in the academic year 1978-79. Candidates will be required to teach writing workshops in Drama, Poetry, or Journalism. The successful applicants will also be required to teach general writing workshops at the freshman level. Applicants should have teaching experience in the field and substantial publications to their credit. The degree of MA or MFA will be considered advantageous. Apply in writing with detailed curriculum vitae and names of two referees to Chairman, Department of Creative Writing, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. Department of Criminology. 1. The Department of Criminology at Simon Fraser University increasing its undergraduate course offerings and implementing a graduate program in criminology. A number of new positions have been authorized for the Criminology Department. Academic rank in accordance with qualifications and experience. The Department is part of the Faculty of Interdisciplinary Studies, and offers the only undergraduate program in criminology in English-speaking Canada. The teaching faculty is multidisciplinary, and at present comprises twelve full-time members, as well as six part-time lecturers. Exceptional research opportunities. 2. Ph.D. or equivalent, with experience in teaching and publications. Serious consideration will also be given to candidates with dissertation underway, as well as to candidates with long practical experience in the field of criminal justice. Canadian experience, or knowledge of the Canadian criminal justice system is highly desirable. 3. Teaching and Research. Preferred areas: criminology, criminal law, corrections, criminal justice administration and planning, law enforcement. 4. Dependent on qualifications and experience. Salary and fringe benefits at Simon Fraser University are highly competitive. 5. Applications, curriculum vitae, and the names and addresses of at least three referees should be sent to the Chairman, Department of Criminology, Faculty of Interdisciplinary Studies, Simon Fraser University, Burnaby, British Columbia V5A 1S6. 6. Appointed faculty may start as soon as they are available. 7. When positions filled.

DENTISTRY

MCGILL UNIVERSITY. Faculty of Dentistry. Applications are invited for a full-time faculty position to teach in the area of Oral Diagnosis. The position includes administration of section activities, screening clinic participation, and teaching Oral Diagnosis/Oral Medicine to graduate and undergraduate students and to dental interns. Applicants should have graduate training in Oral Diagnosis. Special consideration will be given to applicants who have a background in Medical Genetics. Applicants must be prepared to meet the requirements for licensure in the Province of Quebec. Academic rank and salary will be commensurate with experience and qualifications. Please submit application with curriculum vitae to: Chairman, Search Committee, Department of Oral Diagnosis, Radiology and Pathology, Faculty of Dentistry, McGill University, 3640 University Street, Montréal, Québec, H3A 2B2.

THE UNIVERSITY OF MANITOBA. Faculty of Dentistry. The University of Manitoba, Department of Oral Biology has an opening for an Oral Pathologist, rank and salary dependent upon qualifications and experience. Applicants should be capable of coordinating and teaching courses in oral pathology and general pathology at the graduate and undergraduate levels and conducting research. At present the department operates a biopsy service for which the applicant may also have responsibility. Applicants should be eligible for registration as an oral pathologist in the Province of Manitoba. Deadline for applications, when position is filled. Applications with curriculum vitae and names of three referees should be forwarded to: Dr.

Christopher Lavelle, Department of Oral Biology, Faculty of Dentistry, the University of Manitoba, Winnipeg, Manitoba, Canada. R3E 0W3.

UNIVERSITY OF TORONTO. Faculty of Dentistry. Applications are invited for the position of Associate Professor of Microbiology within the tenure stream. Responsibilities will include (1) teaching microbiology and periodontology at both the undergraduate and postgraduate levels and (2) directing and conducting basic and applied research into the microbial etiology of dental diseases. Applicants should hold a professional degree in dentistry and a Ph.D. or its equivalent and should have demonstrated broad teaching and research experience in oral microbiology. Applications must be received by April 30, 1978. Effective date of appointment: July 1, 1978. Send curriculum vitae and names of three referees to Dr. M. Jackson, Chairman, Microbiology Search Committee, Faculty of Dentistry, University of Toronto, 124 Edward Street, Toronto, Ontario M5G 1G6.

DRAMA

UNIVERSITY OF CALGARY. Department of Drama. The University of Calgary, Department of Drama, invites applications for a junior appointment (instructor or assistant professor) in puppetry. Candidates should have an established reputation in the field of puppetry and teaching experience. Duties will involve instruction of two puppetry courses: Fundamentals of Puppetry; Puppet Theatre Production. The instructor will be expected to design a basic course for elementary school teachers. Salary negotiable. Address inquiries to: Dr. R.B. Moore, Chairman, Department of Drama, The University of Calgary, Calgary, Alberta. Effective date of Appointment: September 1, 1978. Closing Date for Applications: March 1, 1978.

UNIVERSITY OF GUELPH. Department of Drama. One eight-month sessional appointment, required for Fall and Winter Semesters (September to April 1978/79), (subject to final budgetary approval). Areas to be covered include teaching of acting on all levels, teaching stage voice, and introductory course in Canadian theatre and drama. Salary approximately \$12,500 depending on qualifications (Ph.D., M.F.A., or equivalent professional and teaching experience required). Send applications to Prof. D.C. Mullin, Acting Chairman, Department of Drama, University of Guelph, Guelph, Ontario. N1G 2W1.

ECONOMICS

BROCK UNIVERSITY. Department of Economics. One temporary appointment starting July 1, 1978 in the fields of labour economics and microeconomics. Other fields such as Canadian public policy and international trade will be considered. Apply to Prof. I. Masse, Chairman of the Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF CALGARY. Department of Economics. The University of Calgary. Applications are invited for visiting appointments and possible permanent appointment 1978-79 academic year. Applications from specialists in all fields of economics analysis are welcome. Rank and salary open and competitive but Ph.D. and record of scholarship required. Please send curriculum vitae to Dr. D.A. Seastone, Professor and Head, Department of Economics, The University of Calgary, Calgary, Alberta, T2N 1N4.

CONCORDIA UNIVERSITY. Department of Economics. Possibility of four appointments at various levels commensurate with candidate's qualifications. Main areas Economic Development, Public Economics, General Theory, and Monetary Economics with secondary specialization in Labour Economics, Industrial Relations and History. Demonstrated record of high scholarly achievement in terms of publications and recognition in the main area of specialization. Graduate and undergraduate teaching; supervision of Ph.D. dissertations. Salaries are fully competitive. (Salary scale for 1977/78 - Assistant \$18,000; Associate \$23,000; full: \$29,000). Forward application to the Personnel Committee, Department of Economics, Concordia University, Montreal, Quebec, H3G 1M8. Date of appointment June 1978. Applications accepted until positions are filled.

UNIVERSITY OF GUELPH. Department of Economics. Department of Economics,

University of Guelph, Guelph, Ontario, seeks Assistant, Associate, or Full Professor for a one year visitorship starting September 1, 1978. Salary and precise duties subject to negotiation. Some teaching experience and research publications desirable. Contact: Dr. J. Vanderkamp, Chairman, Economics, University of Guelph, Guelph, Ontario, N1G 2W1.

MCMASTER UNIVERSITY Department of Economics. The Department of Economics at McMaster has one or more visiting positions at the assistant or associate professor rank for the 1978-79 academic year, commencing July 1, 1978. Applicants are normally expected to have a full time continuing appointment at another institution. Applications, including curriculum vitae should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario L8S 4M4.

UNIVERSITY OF PRINCE EDWARD ISLAND Department of Economics. 1. Assistant Professor (subject to budgetary approval). 2. Ph.D. required. 3. undergraduate teaching, research and related activities. Major Teaching Areas: International Economics, Labour Economics, Macroeconomics. Other Possible Teaching Areas: Canadian Economic History, Comparative Economic Systems, Economic Development, Resource Economics. 4. Currently \$16,936. - \$20,323. (Under review). 5. Send vitae, three letters of reference and copies of graduate transcripts to Dr. Walter Fobes, Acting Chairman, Department of Economics, University of Prince Edward Island, Charlottetown, Prince Edward Island, C1A 4P3. 6. Effective date: July 1, 1978. 7. Applications accepted until position is filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Economics. 1. Full-time position in Department of Economics. Rank open. Subject to budgetary approval. 2. Qualifications required: Ph.D. or near Ph.D. Specialization in Business Economics, preferably with some business or forecasting experience. Open to both men and women. 3. Nature of duties: Teaching Business Economics courses in M.B.A. programme (within the School of Business Administration and Commerce), teaching undergraduate Economics courses, and research. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of references to Dr. N. Roy, Acting Head, Department of Economics, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. 6. Effective date of appointment: 1 September 1978. 7. Closing date: when position filled.

ST. FRANCIS XAVIER UNIVERSITY. Department of Economics. Applications are invited for two positions at the Assistant Professor level. Candidates should have doctorates or be near completion. Preferred areas of specialization: Economic History, History of Economic Thought, Economics of Human Resources, Economic Geography. Other areas will also be considered. Please send curriculum vitae with references to: Chairman, Department of Economics, St. Francis Xavier University, Antigonish, Nova Scotia B0H 1C0. Effective date of appointment: Fall, 1978.

SIMON FRASER UNIVERSITY. Department of Economics and Commerce. 1. Two positions: Full or associate, and associate or assistant. Each position contingent on budgetary constraints. 2. Ph.D. preference to those eligible for employment in Canada at time of application. 3. Duties include undergraduate and graduate teaching and research in economic theory. For one position, familiarity with non-neoclassical paradigms is desirable. 4. Salaries commensurate with qualifications and experience. 5. Send curriculum vitae and names of three referees to Dr. J.W. Dean, Association Chairman, Department of Economics and Commerce, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. September 1, 1978.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for the position of Lecturer or Assistant Professor. Two positions are open subject to budgetary approval. Qualifications include a Ph.D. or near Ph.D., preferably with teaching experience and published research success. Positions are open to both men and women. First consideration will be given to those

applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Research on applied policy problems preferred other areas are not excluded. Teaching fields should include some of: macroeconomics, banking, "new" economic history, mathematical economics, the history of economic thought, or economic systems. Salary offered is competitive. Those interested should send applications to Dr. R.R. Kerton, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is May 1 or September 1, 1978. Closing date for receipt of application March 1, 1978. (Subject to the availability of funds).

EDUCATION

ATLANTIC INSTITUTE OF EDUCATION. Research Associate. Requirements are doctorate with emphasis upon research design and statistics. Background in public education. Duties involve conducting an active program of research in a substantive field in education, and advising staff and graduate students on questions of design and analysis. Salary negotiable according to qualifications and experience. Position to be filled August 1, 1978. Applications accepted until March 15, 1978. Applications should be directed to Dr. Andrew S. Hugues, Assistant Director, Atlantic Institute of Education, 5244 South Street, Halifax, Nova Scotia B3J 1A4.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Education. The U.B.C. Department of Art Education expects to have openings in 1978 for one or more assistant or associate professors to teach at graduate and undergraduate levels in Art Education Curriculum and Instruction as well as in studio practice. Consideration will be given to applicants who have public school teaching experience, studio competency, and advanced degrees. Starting salaries will be commensurate with qualifications. Full curriculum vitae and informative covering letter to Chairman of Search Committee, Professor James A.S. MacDonald, Art Education Department, Faculty of Education, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C. V6T 1W5 before March 31, 1978.

THE UNIVERSITY OF CALGARY. Faculty of Education. Applications are invited for one limited term appointment at the Assistant or Associate Professor level, effective July 1, 1978 or September 1, 1978 in either philosophy of education or sociology of education. The appointment is contingent on budgetary approval. First preference will be given to applicants in philosophy of education, who must document their expertise in religious and moral education. Second preference will be given to applicants in sociology of education, who must document their expertise in statistical and empirical work. A doctorate or equivalent is required. Strong interest as well as competence in undergraduate teaching is essential. Teaching and/or other professional experience in Canadian education is highly desirable. Since the department has a strong commitment to the comparative study of education, a documented interest in comparative or cross-cultural studies would be favourably considered. Candidates should send a letter of application, curriculum vitae, and the names of three referees to Dr. M. Zachariah, Head, Department of Educational Foundations, The University of Calgary, Calgary, Alberta, Canada T2N 1N4. The deadline for receipt of applications is March 1, 1978.

CONCORDIA UNIVERSITY. Department of Education. The Department of Education at Concordia University has openings for sessional lecturers for graduate and undergraduate courses in the Special Summer Session (July 6 - August 16). Teaching interests should be in the following areas: Foundations of Educational Technology, Graphic Communications, Curriculum Development, Development and Evaluation of Educational Materials, Educational Simulation and Gaming, Management of Learning Resources, Sociology of Teaching and School-Based Innovation, Education and Identity Transformation, The Nature and Function of Teaching, the Psychology of Education, Introduction to the Philosophy of Education, Education of the Slow Learner, Education of the Gifted Child, Education of the Culturally Disadvantaged, Sociology, of Education, Education in Québec, Selected Topics in Early Childhood Education. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. H.

Entwistly, Director Special Summer Session in Education, Department of Education, Concordia University, 1455 boulevard de Maisonneuve, West, Montreal, Quebec. H3G 1M8. Applications accepted until the positions are filled.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. The University of New Brunswick invites applications for a one-year replacement position, 1978-79, at assistant professor level. Ph.D. preferred, master's considered. Teaching undergraduate courses in foods and diet therapy within the home economics program. Development of a nutrition laboratory. Additional teaching or administrative duties, depending upon the applicant's background. This position is subject to budget approval. Send curriculum vitae, names of three referees, and transcripts by April 1, 1978 to: Dr. D.R. LeBlanc, Chairman, Vocational Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada E3B 5A3.

UNIVERSITY OF SASKATCHEWAN. College of Education. Assistant or Associate Professor of Educational Administration. Doctorate with successful teaching and administrative experience. Background in the areas of politics, planning or law would be useful. Duties include graduate and undergraduate teaching and participation in research activities of the Department. Academic rank and salary commensurate with qualifications. Applicants should submit vitae and references to: Dr. Larry E. Sackney, Head, Department of Educational Administration, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Effective date of Appointment: 1st July 1978. Deadline for Applications: When position filled.

UNIVERSITY OF SASKATCHEWAN. College of Education. The College of Education invites application for a full-time position in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; background and training in "clinical supervision"; successful teaching in the elementary or Junior High School level. The successful candidate will be expected to supervise and coordinate activities in the internship program. Rank and Salary: Commensurate with qualifications and experience. Date of Appointment: July 1, 1978. Closing Date for Applications: March 15, 1978. Apply to: Dr. J.L. Gajadharsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Faculty of Education. Assistant/Associate Professor, Ph.D. or near, preferably with specialist qualifications and practical experience with socially and maladjusted children, learning disabled or the hearing impaired. The successful applicant will join a well-established program in excellent physical facilities and work in close co-operation with the University's Institute of Child Guidance and Development. Salary scale under review. Further inquiries and applications to: Dr. John McLoed, Institute of Child Guidance and Development, University of Saskatchewan, Saskatoon, Canada S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Education. The College of Education invites applications for a full time position in Language Arts Education in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; successful teaching experience in the Elementary school, preferably at the primary level. (Gr. 1-3). Rank and Salary: Assistant or Associate Professor, commensurate with qualifications and experience. Date of Appointment: July 1, 1978. Closing Date for Applications: March 15, 1978. Apply to: Dr. J.L. Gajadharsingh, Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the Assistant Professor level in reading. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae, the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser

University, Burnaby, B.C. V5A 1S6. Closing date for applications is February 28, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the Assistant Professor level in secondary language Arts. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is February 28, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the Assistant Professor level in foundations of Education (Philosophy, History or Sociology). Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is February 28, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the Assistant Professor level in Education Administration/Evaluation. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is February 28, 1978.

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF VICTORIA. Faculty of Education. 1. Rank open. 2. Doctoral degree or equivalent. Public school teaching experience is essential. 3. Teaching undergraduate work in Measurement and Evaluation for student teachers specializing in Kindergarten and Primary Education plus teaching in a related area. Approximately half time will be spent in each. 4. Dependent upon qualifications and experience. 5. Full curriculum vitae and names of three referees to Dr. Geoffrey Mason, Division of Psychological Foundations, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. 6. July 1, 1978. 7. March 15, 1978.

UNIVERSITY OF ALBERTA. Department of Educational Psychology. Applications for up to two Assistant Professorships (leading to tenure) and up to two Sessional Lectureships are invited. Candidates should hold a Ph.D. degree and have their areas of expertise and interest in one or more of the following areas: Special Education, Counselling, Developmental Psychology, Language and Cognition, Cross-Cultural Psychology with focus on Canadian context and psychology of minority groups. Duties include teaching at all levels as the need arises, and research supervision of thesis research at Master's and Ph.D. level. Salary for Assistant Professor: \$17,625 to \$22,888; for Sessional Lecturer to be negotiated. Applications with curriculum vitae and names of three referees to be submitted to: Dr. W. H. O. Schmidt, Chairman, Department of Educational Psychology, University of Alberta, Edmonton, T6G 2G5 by March 31, 1978. These positions are open to both females and males.

UNIVERSITY OF SASKATCHEWAN. Department of Educational Psychology. 1. Assistant or Associate Professor. 2. Doctorate or doctorate near completion with considerable elementary or secondary school experience. A major in classroom learning and/or human development desirable. 3. Teaching undergraduate classes and involvement in supervision of student teachers and interns. 4. According to qualifications and experience. 5. Dr. Herbert Peters, Head, Department of Educational Psychology, University of

Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. 6. July 1, 1978. Subject to budgetary approval. 7. March 15 or when position is filled.

ENGINEERING

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Engineering. Applications are invited for a teaching position in an undergraduate three year engineering program. We are looking for a person with academic qualification of at least a Master's Degree in Engineering and experience in teaching. The applicant should have the versatility and experience to teach introductory courses in a variety of engineering areas such as graphics, statics, material science, mechanics, thermodynamics, electric circuits, surveying. The initial contract will be a one year term contract from July 1, 1978. Applications will be accepted until the position is filled. Rank and salary would be appreciated. Applications with names and addresses of three referees should be sent to: Professor J. Ivan Dowling, Dean of Science, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

McMASTER UNIVERSITY. Department of Civil Engineering & Engineering Mechanics. The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a one year appointment for sabbatical replacements in the structural engineering field effective July 1, 1978 or as soon as a feasible thereafter. Applicants should hold the Ph.D. degree and the successful applicant will be expected to participate in the undergraduate and graduate teaching programmes in the area of computer-oriented structural analysis and reinforced concrete design. Salary level will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to Dr. W. K. Tso, Chairman, Department of Civil Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

THE UNIVERSITY OF MANITOBA. Department of Civil Engineering. Applications are invited to fill positions in at least two of the areas listed below. Successful applicants will be expected to teach at undergraduate and graduate levels and to conduct research. Ph.D. or equivalent required. Consideration will be given to appropriate experience. Rank and salary will depend upon qualifications and experience. — **Hydraulic, Water Resources.** This position includes responsibility for the supervision of the department undergraduate materials laboratory. Appointment Date: — September 1, 1978. Applications, which should include a curriculum vitae and the names of three referees, should be sent to: Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF WATERLOO. Department of Civil Engineering. 1. Assistant Professor (other ranks may be considered). 2. Ph.D. — area of Soil Mechanics. Industrial and academic experience desirable. 3. Teaching and Research. 4. Dependent on qualifications. 5. Dr. T. H. Topper, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. When available, subject to budget approval. 8. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. An Assistant Professor is required in the Department of Electrical Engineering at Concordia University. The position will involve undergraduate and graduate teaching, supervision of graduate work, as well as research in one or more of the areas: minicomputer and microprocessor architecture, microprocessor applications, design of digital circuits and hardware. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. Applications with résumé should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8. CANADA.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. An Assistant Professor is required in the Department of Electrical Engineering at Concordia University. The position will involve un-

dergraduate and graduate teaching, supervision of graduate work, as well as research in one or more of the areas: power electronics, motor drives, analogue and digital industrial control. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. Applications with résumé should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec. H3G 1M8 CANADA.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. An Assistant or Associate Professor is required in the Department of Electrical Engineering at Concordia University. The position will involve undergraduate and graduate teaching, supervision of graduate work, as well as research in one or more of the areas: digital transmission, digital signal processing, computer communications. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. The level of appointment and salary are commensurate with qualifications and experience. Applications with résumé should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec. H3G 1M8. CANADA.

McGILL UNIVERSITY. Department of Electrical Engineering. The Department of Electrical Engineering invites applications for a position in Communications Engineering. The ideal candidate will possess a record of achievement suitable for appointment at the level of Associate Professor or Professor, preferably in the area of Digital communications, or of Speech Processing. Applications, inquiries, and nominations should be directed to the Chairman, Department of Electrical Engineering, McGill University, 3480 University St., Montreal, Quebec, H3A 2A7.

McGILL UNIVERSITY. Department of Electrical Engineering. The Department of Electrical Engineering invites applications for a position in Computer Engineering. A background in Digital Hardware or Systems, with appropriate postdoctoral experience, is desirable. Applications, including names of three references, should be directed to Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. For the 1977-78 academic year applications are invited for post-doctoral fellowships, research associateships and visiting professorships in the following areas: circuits and computer-aided design; systems and control; power engineering; solid state electronics; electromagnetic engineering; bioengineering and computer engineering. These appointments are for one or two year terms and are funded in full or in part from research grants and/or contracts. (Subject to the availability of funds). Inquiries should be sent to Prof. K. D. Srivastava, Electrical Engineering Department, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Effective date of appointment, March 1, 1978. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for appointment as Assistant Professor in Electrical Engineering. Qualifications required are a Ph.D. (or equivalent) with research experience in applied electrostatics or electromagnetics. Position subject to availability of funds. The successful applicant will be required to teach graduate courses in electrical engineering and in undergraduate core studies and to conduct research and supervise graduate students in applied electrostatics. The appointment is for a three year term effective July 1, 1978. Closing date for applications is February 28, 1978. Applications, including Curriculum Vitae and names of three referees should be sent to: G. F. Chess, Acting Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B9.

THE UNIVERSITY OF CALGARY. Department of Mechanical Engineering.

Post-Doctoral Fellow or Research Associate in Continuum (Solid) Mechanics. Several areas of research available both in the theoretical and numerical aspects. Application to include curriculum vitae and names of three referees. Apply to Dr. H. Epstein, Department of Mechanical Engineering, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

McMASTER UNIVERSITY. Department of Mechanical Engineering. An Assistant Professor is required in the Department of Mechanical Engineering for the following: undergraduate and graduate teaching principally in industrial/production engineering and to complement such other areas of interest within the department as metalworking, development of the computer-aided manufacturing laboratory in conjunction with computer-aided design and research activities in the use of computers in the organization and control of manufacturing. Industrial experience and education to the level of Ph.D. or equivalent is required. The appointment will be initially for three years. Send a résumé and three references to: Professor J. N. Siddall, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

ENGLISH

UNIVERSITY OF CALGARY. Department of English. Vacancy for 1978-1979. (Subject to funding). Area: Old English. Composition at least one other area of scholarly and teaching competence. Rank: Open. Qualifications: Ph.D. in appropriate field; teaching experience. Salary: Dependent on qualifications and experience. Current scales: Assistant Professor \$17,800 - \$23,281; Associate Professor \$21,908 - \$30,159; Professor \$29,061. Applications, along with curriculum vitae and list of three referees to: Dr. H. Dahlie, Head, Department of English, The University of Calgary, Calgary, Alberta, Canada, T2N 1N4. Commencing date: July 1, 1978.

CONCORDIA UNIVERSITY. Department of English. Applications are invited for a summer session position. The appointment is for a full-course in Romantic poetry, to run from July 10 to August 11, 1978. The class will meet every weekday for 2½ hours. Stipend: \$3,000.00. Closing date: March 31, 1978. Address applications, with Curriculum Vitae and names of three referees, to Dr. Patrick Holland, Co-Chairman, Department of English, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec. H4B 1R6.

UNIVERSITY OF OTTAWA. Department of English. The Department of English of the University of Ottawa is seeking a chairman/woman. The Department, composed of 29 full-time members, offers programmes at the B.A., M.A. and Ph.D. levels. Candidates for the position should qualify for appointment of associate or full professor rank. Salary is negotiable, and will be commensurate with experience and achievement. Applications should be addressed to Dr. Marcel Hamelin, Dean, Faculty of Arts, University of Ottawa, Ottawa, Ontario K1N 6N5. Closing date for applications is February 1, 1978. The appointment is effective July 1, 1978.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of English. 1. Applications are invited for three or four one-year term appointments at the Lecturer or Assistant Professor level. Appointments subject to budgetary approval. 2. Ph.D. or equivalent preferred. 3. Anticipated specialties include Linguistics, Children's Literature, Shakespeare, Eighteenth Century, Nineteenth Century. 4. Commensurate with qualifications and experience. 5. Send vitae, three letters of reference and copies of graduate transcripts to Dr. B. A. O'Grady, Chairman, Department of English, University of Prince Edward Island, Charlottetown, Prince Edward Island C1A 4P3. 6. Effective July 1, 1978. 7. When position is filled.

UNIVERSITY OF SASKATCHEWAN. Department of English. Applications for an Associate Professorship are invited from specialists in Canadian or Renaissance literature or Folklore (with strong secondary qualifications in English literature). Faculty salary scales are at present under negotiation. The appointment is subject to budgetary confirmation. J. K. Johnstone, Chairman, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0.

SIMON FRASER UNIVERSITY. Department of English. The department is seek-

ing to make two two-year appointments in English composition with the rank of lecturer. Applicants should have an M.A. or at least equivalent level of academic and professional experience. Lecturers are required to teach composition to students from all faculties of the university. Salary floor is \$17,888. Positions begin September 1, 1978. Send applications with the names of three referees to Peter Buitenhuis, Chairman, Department of English, Simon Fraser University, Burnaby, B.C. V5A 1S6. Unsuccessful applications will be filed but not acknowledged.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Department of English. 1. One Instructor (contractually limited appointment); and possibly one Assistant Professor (contractually limited appointment). 2. Ph.D. required, teaching experience preferred. 3. Teaching in the areas of Canadian, American, or 20th Century Literature. 4. Salary to be negotiated. 5. Prof. P. W. Gooch, Chairman, Division of Humanities, Scarborough College, University of Toronto, West Hill, Ontario M1C 1A4. 6. July 1, 1978. 7. March 15, 1978.

EXTENSION

UNIVERSITY OF SASKATCHEWAN. Extension Division. The Extension Division has responsibility for delivery of both non-degree programs and degree classes for part-time students. There is a professional staff of twenty people who have specialized in various aspects of the field of university extension. Duties: The successful applicant will have a primary responsibility for the planning and management of university extension programs using mass media. Current programs use television, radio and weekly newspapers. The person will be expected to work effectively with academic colleagues and with community groups. The person will also be expected to contribute to scholarship in the field of adult education. There will be some opportunity to work with graduate students in the field of continuing education. Qualifications: Post graduate degree is required. Ph.D. is preferred. Some combination of training and experience in use of media and in adult education would be ideal. Date Available: As soon as possible. Appointment is subject to budgetary confirmation. Send enquiries and resumes to: Director, Extension Division, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

FAMILY MEDICINE

DALHOUSIE UNIVERSITY. Department of Family Medicine. The Department of Family Medicine, Dalhousie University, requires a full-time family physician teacher. The position offers an opportunity for creative development of a teaching practice with resident and undergraduate participation. Applicants must be certificants of the College of Family Physicians of Canada or be eligible for certification. Teaching experience and research interest are of special import. Preference will be given to a graduate of a residency program in family medicine who has had several years of family practice experience. Interested persons should submit their curriculum vitae and the names of three referees to Dr. Brian Hennen, Professor and Head Department of Family Medicine, Dalhousie University, Family Medicine Centre, 5599 Fenwick Street, Halifax, Nova Scotia. B3H 1R2.

QUEEN'S UNIVERSITY. Department of Family Medicine. Queen's University Department of Family Medicine invites applications for a new full time faculty position in the Moose Factory Zone. This unique appointment provides an opportunity to coordinate health care with teaching and research involving native peoples in the Canadian North. The duties of the position include the supervision and co-ordination of senior residents in Family Medicine as well as the direction of primary care in Moosonee. The successful candidate will be certified (or eligible for certification) by the College of Family Physicians of Canada and have some experience in General and/or Family Practice. The appointment will commence on July 1, 1978, and will be on an annual (renewable) basis. Interested applications should send curriculum vitae and full details to: Dr. E. R. Haynes, Professor and Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario K7L 5E9.

FINE ARTS

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Department of Fine Arts, University of B.C., invites applications for the follow-

ing positions: 1. Visiting Professor of Japanese Art, for the period 1 Sept. 1978 - 1 May 1979. 2. Assistant Professor or above, in the area of European Art of the 17th and 18th centuries (emphasis on 17th century preferred). Qualifications: Ph.D. and some publication. Appointment to commence 1 July 1978. While it is the intention of the Department to fill this position as soon as possible, our ability to do so is at present subject to budgetary and other considerations. Applications for both these positions should be sent to Dr. George Knox, Professor & Head, Department of Fine Arts, University of B.C., 2075 Westbrook Mall, Vancouver, B.C., V6T 1W5, before 28 Feb., 1978.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. The Faculty of Fine Arts of Concordia University of Montreal invites applicants for a position in Art Education available June 1, 1978. Responsibilities: Teaching graduate and undergraduate Art Education supervision of graduate theses. Qualifications: Doctorate in Art Education, university teaching experience; evidence of research activities and publication; fluency in French would be desirable. Rank: Rank and salary commensurate with experience. Applications: Letters of application should be accompanied by a curriculum vitae and three letters of reference. Address letters of inquiry and application to: Dr. James Victoria, Assistant Director, Division of Graduate Studies, Faculty of Fine Arts, Concordia University, MF Annex, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. The Faculty of Fine Arts of Concordia University in Montreal invites applicants for a position in Art Education available June 1, 1978. Responsibilities: Teaching Art Education primarily at the Graduate level; supervision of doctoral and masters' theses. Qualifications: Doctorate in Art Education; previous experience in the supervision of doctoral theses; evidence of research activities and publication; Fluency in French would be desirable. Rank: Associate Professor. Applications: Letters of application should be accompanied by a curriculum vitae and three letters of reference. Address letters of inquiry and application to: Dr. James Victoria, Assistant Director, Division of Graduate Studies, Faculty of Arts, Concordia University, MF Annex, 1455 de Maisonneuve Blvd., Montreal, Quebec. H3G 1M8.

SIMON FRASER UNIVERSITY. Film, Centre for the Arts. Simon Fraser University expects to make two visiting faculty appointments in Film for a one or two year term. Both positions will involve teaching in a production-centred curriculum presently under development. The two individuals appointed will together be responsible for introducing students to the film medium, teaching fundamentals of the craft, and guiding student productions. Qualifications should include substantial professional experience and demonstrated teaching ability. Rank and salary commensurate with qualifications; current Assistant Professor floor is \$17,888. Duties to begin September 1, 1978. Letters of application will be accepted until the positions are filled, but should be sent as soon as possible to: Dr. Evan Alderson, Director, Centre for the Arts, Simon Fraser University, Burnaby, British Columbia, V5A 1S6.

SIMON FRASER UNIVERSITY. Centre for the Arts. Theatre. The Centre for the Arts at Simon Fraser University anticipates that a one-year replacement position in Theatre will be authorized for 1978-79. Duties of the position will be to teach intensive studio courses in acting and theatre literature seminars for actors and to direct one major production. Primarily, we seek an excellent teacher of method approaches in acting. Qualifications should minimally include an M.F.A. or professional equivalent. The appointment will probably be made at the rank of Assistant Professor. Duties to begin September 1, 1978. Letters of application should be sent as soon as possible to Dr. Evan Alderson, Director, Centre for the Arts, Simon Fraser University, Burnaby, British Columbia. V5A 1S6.

SIMON FRASER UNIVERSITY. Centre for the Arts; Visual Arts. The Centre for the Arts at Simon Fraser University expects to receive authorization for a faculty appointment in Visual Arts. Primary duties of the position are to teach studio courses which incorporate various media and to assist in the further development of a

studio program. The individual we seek will combine exceptional ability as a studio teacher with substantial breadth of learning and interest in the arts, including non-traditional approaches to studio work. The appointment will probably be made at the rank of Assistant Professor; current floor is \$17,888. Duties to begin September 1, 1978. Letters of application will be accepted until the position is filled, but should be sent as soon as possible to Dr. Evan Alderson, Director, Centre for the Arts, Simon Fraser University, Burnaby, British Columbia V5A 1S6.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Faculty of Fine Arts. 1. Assistant Professor (contractually limited appointment). 2. Ph.D. required, teaching and publications preferred. 3. Teaching in the areas of modern art and architecture with competence in Canada and the U.S.A.; surveys and advanced courses in these areas, and a survey of terms and techniques in art and architecture through the ages. 4. Salary to be negotiated. 5. Prof. P. W. Gooch, Chairman, Division of Humanities, Scarborough College, University of Toronto, West Hill, Ontario M1C 1A4. 6. July 1, 1978. 7. 15 March, 1978.

UNIVERSITY OF VICTORIA. Fine Arts. Applications are invited from artists for a regular faculty position in the Department of Visual Arts, University of Victoria, starting July 1st, 1978. Applicants should be capable of teaching lithography at an advanced level but should also be competent to teach in other studio areas. Rank and salary negotiable. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent to the Chairman, Department of Visual Arts, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Fine Arts. Art History/History in Art. Applications are invited for at least two regular faculty positions, effective July 1, 1978; rank and salary will depend on qualifications. Duties include both undergraduate and graduate teaching. Candidates must have research and teaching competence in one of the following areas: western medieval art; the arts of China, Japan, and the Far East; western art of the 19th and 20th centuries; the indigenous arts of North America. Preference will be given to candidates with a demonstrated breadth of interest. Apply with curriculum vitae and names of three referees to Dr. Alan Gowans, Chairman, Department of History in Art, University of Victoria, Victoria, B.C. V8W 2Y2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Visual Arts. Applications are invited for three positions. An Artist-Photographer at the Instructor level for a one-year term, renewable, to teach introductory, intermediate and advanced photography, super-8 film and video. MFA, or equivalent and teaching experience is required and an exhibition record is desirable. The salary is open for negotiation. An Art Historian as Visiting Assistant Professor. The applicant will act as a nine-month sabbatical replacement to teach one undergraduate course in Northern Renaissance, one in 17th century art and an undergraduate seminar in Northern Renaissance. A doctorate degree or near completion is required. The salary is open for negotiation. An Artist as Visiting Assistant Professor. The applicant drawing and one in silkscreen. An MFA degree, or equivalent, with teaching experience is required, and a significant exhibition is desirable. Both Artists should accompany curriculum vitae with slides. All appointments will commence September 1, 1978, and are subject to funds being available. Please send applications, documentation and the names of direct references to Dr. José L. Barrio-Garay, Chairman, Department of Visual Art, Visual Arts Building, The University of Western Ontario, London, Ontario. N6A 5B7.

FRENCH

UNIVERSITY OF TORONTO. Department of French. Erindale College. Applications are invited for a one year appointment at the level of lecturer or assistant professor. Qualifications: Ph.D., with specialization in French Canadian literature and/or modern French drama, and with experience as a language teacher. Duties: to teach undergraduate language practice and one literature course. Salary and rank to be based on qualifications, experience and availability of funds. Letter of application, including curriculum vitae and

names of three referees, should be addressed to Prof. D. Trott, Dept. of French, Erindale College, University of Toronto, Mississauga, L5L 1C6. Effective July 1, 1978. Applications received until position filled.

UNIVERSITY OF WATERLOO. Department of French. 1. Professeur de langue et de littérature canadiennes-françaises au grade soit de Professeur Adjoint, soit de Professeur Agrégé, soit de Professeur Titulaire. 2. Doctorat, pratique de l'enseignement et de la recherche. 3. Enseignement dans la spécialité au niveau du Baccalauréat ou de la maîtrise ou des deux. 4. Professeur Adjoint, minimum \$17,100; Professeur Agrégé, minimum \$22,200; Professeur Titulaire, minimum \$29,000. Grade et traitement en fonction des titres et états de service. 5. Professeur J. R. Dugan, Directeur du Département de Langues Anciennes et Romanes, Université de Waterloo, Waterloo, Ontario, Canada, N2L 3G1. 6. 1er juillet 1978, selon les fonds disponibles. 7. 28 février 1978. Seront prises en considération par priorité les demandes introduites par toute personne légalement autorisée à travailler au Canada pendant la durée de cet emploi.

GEOGRAPHY

UNIVERSITY OF GUELPH. Department of Geography. One probationary position at the Assistant Professor rank to begin in September 1978. Salary dependent on qualifications and experience. Applications are invited from human geographers with interests in research methods and behavioural geography. The primary teaching responsibilities will be in introductory human geography, quantitative methods and the graduate program. There will be opportunity to participate in the broadly-based rural research projects of the department. Competition closes when the position is filled and is subject to the University's final budgetary approval. Send curriculum vitae and names of three referees to the Chairman, Department of Geography, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. Department of Geography, Canada, Saskatchewan, Saskatoon, University of Saskatchewan, Assistant Professor. Tenure track appointment. July 1, 1978. Salary in accordance with the qualification, new scale under negotiation. Ph.D. (Geography) required. A specialist in economic and urban geography, preferably who could also teach urban and regional planning and development. Submit curriculum vitae and at least two letters of recommendation. Apply: Prof. William Barr, Secretary, Search Committee, Department of Geography, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0.

WILFRID LAURIER UNIVERSITY. Department of Geography. The Geography Department of Wilfrid Laurier University has a vacancy for a one year appointment (sabbatical leave replacement) in the field of Cultural/Resource Geography. Person must be able to teach our introductory course and some second or third year cultural or resources oriented courses. Normal teaching load 3 courses. Ph.D. and teaching experience preferred. Starting date September 1, 1978. Salary dependent on qualifications. Possibility exists of teaching an extra course in the Extension or Summer Session. Apply enclosing a curriculum vitae and the names of two referees to Dr. A. Hecht, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Date of close of applications March 1, 1978.

GEOLOGICAL SCIENCES

BROCK UNIVERSITY. Department of Geological Sciences. Applications are invited for the position of Assistant Professor with specialization in sedimentology. Applicants must have a Ph.D. or equivalent. This position may be probationary. Duties include teaching sedimentology at the undergraduate and graduate level, assistance with undergraduate teaching in other courses and supervision of graduate students and research. Expertise in groundwater geology, environmental geology or low temperature geochemistry would be an advantage. Applications with curriculum vitae and the names of three referees should be sent to Dr. M. J. Kennedy, Chairman, Department of Geological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The present floor of the assistant professor rank is \$16,840 per annum. Closing date for applications March

15, 1978. Date of appointment, July 1, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Geology. The Department of Geology invites applications for three faculty positions in Sedimentology and Marine Geology with special reference to the Labrador continental margin (subject to the availability of funds). One appointment will be a regular faculty position at a salary and rank commensurate with qualifications and experience. The appointee will direct and participate in the activities of a research group working in the following specialities: Mesozoic and Cenozoic clastic sedimentology, clay mineralogy, sedimentary geochemistry and micropaleontology. Applications from suitably qualified candidates with working experience in the petroleum industry will be especially welcome. Two appointments will be at the rank of Assistant Professor (Research) and will be for a two-year term in the first instance. Applicants should have proven research ability in one (or more) of the specialist fields listed above. Applications for all three positions, which must include a detailed curriculum vitae and the names and addresses of three referees, should be sent by 31 March 1978 to: Dr. David Skevington, Head, Department of Geology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5.

UNIVERSITY OF TORONTO. Department of Geology. Full-time position supervising operating automated x-ray fluorescence lab for geological analyses, capable of developing new methods for chemical and isotopic analyses. Ph.D. in Geology and considerable training and experience in chemistry, use of minicomputer and methods of rubidiumstrontium analysis a definite asset. Apply in writing enclosing three references as soon as possible to: D. W. Strangway, Chairman, Department of Geology, University of Toronto, Toronto, Ontario. M5S a.

GERMAN

McMASTER UNIVERSITY. Department of German. Assistant Professor for one year only. Ph.D. required. Undergraduate language teaching; supervision / coordination of beginning language classes. Salary dependent on qualifications. Present salary floor for Assistant Professor is \$16,500. Please send curriculum vitae and the names of three referees to: Dr. Karl Denner, Chairman, Department of German, McMaster University, 1280 Main Street West, Hamilton, Ontario. Appointment to commence July 1, 1978.

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Department of German. 1. Tutor. 2. Native command of German; experience in language instruction; serious interest in language teaching; Ph.D. desirable. 3. Teaching at all levels, elementary to advanced; language lab. 4. Salary to be negotiated. 5. Prof. P. W. Gooch, Chairman, Division of Humanities, Scarborough College, University of Toronto, West Hill, Ontario M1C 1A4. 6. July 1, 1978. 7. 15 March 1978.

HISPANIC STUDIES

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Hispanic Studies. Spanish. 1. Erindale College invites applications for an appointment for one year in the rank of Assistant Professor. 2. Ph.D. with dissertation in area of modern Hispanic literature; demonstrated capacity for, and commitment to, language teaching; native or near native fluency preferred. 3. Teaching of elementary and intermediate language courses; some teaching of modern Hispanic literature at undergraduate level may also be required. 4. Salary floor \$15,900. 5. Prof. K. L. Levy, Department of Hispanic Studies, University of Toronto, Toronto M5S 1A1. 6. July 1, 1978. 7. Closing date for applications March 1, 1978.

MOUNT SAINT VINCENT UNIVERSITY. Department of History. Applications are invited for the position of associate or assistant professor, effective July 1, 1978. Applicants must have a Ph.D., commitment to undergraduate teaching with demonstrated research ability. Competence expected in Renaissance/Reformation history with a background in medieval OR later modern European history. Salary Commensurate with qualifications and experience. Applications including curriculum vitae and names of three referees should be sent to Dr. P. Payer, Chairman, Division of History, Philosophy, Political Studies, and Religious Studies, Mount Saint Vincent University, Halifax, Nova Scotia. B3M 2J6. Closing date: when filled.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of History. 1. Two one-year appointments, subject to funds being made available. Rank open. 2. Ph.D. preferred, and teaching experience. 3. Undergraduate teaching in European and United States History. 4. Commensurate with qualifications and experience. 5. Send vitae, three letters of reference and copies of graduate transcripts to Professor F. L. Driscoll, Chairman, Department of History, University of Prince Edward Island, Charlottetown, Prince Edward Island C1A 4P3. 6. Effective July 1, 1978. 7. Applications accepted until position is filled.

ROYAL ROADS MILITARY COLLEGE. Department of History and Political Economy. One vacancy for Lecturer or Assistant Professor of History for term appointment 1 Sept. 78 to 31 May/79 non-renewable. Courses include Canadian and European history. Ph.D. desired. Complete dossiers with names of three referees to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

SAINT MARY'S UNIVERSITY. Department of History. Nine-month sessional appointment in Canadian History with a specialty in Maritime Province history; September 1, 1978 - May 30, 1979; lecturer or possibly assistant professor rank; Ph.D. or near completion. Applications to be sent to Dr. Wallace Mills, Chairman, Department of History, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, by April 1, 1978.

HOME ECONOMICS

THE UNIVERSITY OF ALBERTA. Faculty of Home Economics, invites applications for a full-time appointment in the Division of Clothing and Textiles. The position is open to men and women. Duties will include teaching and research in clothing and textiles with specialization in some of the following: Economics, Marketing, Merchandising, Consumer Studies. Ph.D. preferred. Salary and rank are negotiable dependent upon qualifications and experience. Letters of application along with a curriculum vitae should be sent to: Dr. A. Kernalguen, Chairman, Clothing & Textiles Division, Faculty of Home Economics, University of Alberta, Edmonton, Alberta. T6G 2M8. Closing date for applications - March 1, 1978. Position must be filled on or before July 1, 1978.

HUMAN JUSTICE

UNIVERSITY OF REGINA. Human Justice Program. The Human Justice Program offers a professional Baccalaureate Degree and a Certificate in Human Justice. The degree combines liberal arts and social science studies with studies focused in the area of justice. The Program relates to both formal and informal justice systems and the interaction of these systems, and people's perceptions of these systems, within the community, courts, police, legal experience and are part-time. Classes are made available in a number of centres in Saskatchewan, and an interdisciplinary approach is used. There is both an important research component and an applied dimension in the program. A flexible developmental and experimental approach is taken. Major responsibilities will include teaching, research and assistance in the development of the program. Faculty presently involved on a full-time, part-time and interdisciplinary basis include the following disciplines: psychology, sociology, criminology, political science, anthropology, economics-social work, corrections, law, police. Persons from the above disciplines (or others considered relevant) may be interested in the position. Developmental flexibility is more important than a particular subject specialization. Qualifications: Appropriate academic qualifications and considerable related experience. Term appointment. Salary: Commensurate with education and experience. Closing Date: As soon as appropriate candidates are available. Submit Applications to: Otto H. Driedger, Director, Human Justice Program, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2. Phone: (306) 584-4779.

INTERDISCIPLINARY STUDIES

CONCORDIA UNIVERSITY. Interdisciplinary Studies. 1) We anticipate a position at the Assistant Professor level. 2) Minimum degree of requirements - Ph.D. 3) Area of expertise Social History of Science. 4) Basic functions - research interest in the modern period (19th-20th Centuries); undergraduate level teaching experience. 5) Working knowledge of French

a definite asset. 6) Salary commensurate with qualifications and experience. 7) Send application, vitae and letters of recommendation to: Dr. Julio Tresierra, Director, Centre for Interdisciplinary Studies, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. 8) Position effective June 1st, 1978. Deadline for applications February 15th, 1978.

UNIVERSITY OF LETHBRIDGE. Interdisciplinary Studies. Assistant Professor of Interdisciplinary Studies. Probationary Appointment beginning July 1, 1978. Applicants should hold a Ph.D. with a specialization in classical history and language. Teaching experience and publications preferred. Responsibilities include teaching elementary Greek and Latin, Greek and Roman history, and interdisciplinary courses in Greek and Roman culture. Salary Range: \$18,197 - \$23,293 (1977-78) salary schedule). Interested candidates should forward a letter of application, a curriculum vitae, a transcript of academic record, and the names of at least three persons willing to serve as referees. Deadlines for Applications: February 28, 1978. Apply to: J. Anthony Long, Dean, Faculty of Arts and Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta.

SIMON FRASER UNIVERSITY. Interdisciplinary Studies. Communication. The Communication Studies Department is planning to fill at least one position effective September 1978 at the Assistant Professor level. There is a possibility that a second position may become available. Both positions are subject to available funding. Applications are sought from people who have proven competence in one of the following fields. The highest priority position is Critical Analysis of Media. 1. **Critical Analysis of Media:** Print, film, TV and radio, or any combination of these. Both theoretical competence in the social sciences as applicable to the media and practical experience with media are essential. 2. **History of Communication:** Competence in analysis of the process of change in modes of communications (sight, sound, speech and their historical-technological environments) over time and space in the context of the development of human relations, organization and policy. Ability to use in this connection the research and methodology of the cognate disciplines. 3. **Communications Theory:** Competence in communications theories of all kinds as related to theories of at least several of the following: ecology, economics, general systems, history, linguistics, philosophy of science, political science, psychology and social organization. While a concentration in selected areas of theory is expected, this should be accompanied by the ability and interest to deal competently with the social and historical context in which all theories have developed and specifically with their preconceptions, assumptions, analytical methods and consequences. 4. **Interpersonal Communication:** Familiarity with theory and literature of interpersonal communication, including the following areas: verbal and non-verbal communication, communication and the development of interpersonal relationships, attitudes and attitude change, communication in small group settings, leadership, interpersonal communication research. An ability to interpret these areas in the social and historical context in which they have developed and to recognize their assumptions and implications for both further theoretical development and applications. Applicants should have a Ph.D. in a relevant discipline or the equivalent in teaching and research experience. This Department is in a faculty of Interdisciplinary Studies and applicants with interests in interdisciplinary (rather than multidisciplinary) research would be welcomed. Applications, curriculum vitae, samples of written work and names of at least three references should be sent to the Chairman, Appointments Committee, Communication Studies Department, Simon Fraser University, Burnaby, B.C., V5A 1S6.

SIMON FRASER UNIVERSITY. Interdisciplinary Studies. Communications. The Communication Studies Department and the Centre for the Arts are planning to fill a faculty position effective no later than September 1978 at the Assistant Professor level in the area of Acoustic Communication. The person filling this position must be a specialist in acoustic communication with capabilities in social, environmental, media applications and should have a strong interest in the

teaching and theory of contemporary music specific expertise in tape and electronic technology is required responsibilities will include consultative work on the development of a music minor. Authorization of this position is subject to the availability of funds. Applicants should have a Ph.D. or equivalent in teaching and research experience. Applications, curriculum vitae, samples of written work and names of at least three references should be sent to Dr. William H. Melody, Chairman, Appointments Committee, Communication Studies Department, Simon Fraser University, Burnaby, B.C., V5A 1S6.

ITALIAN

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Department of Italian. 1. Assistant Professor (contractually limited appointment). 2. Ph.D. required; teaching experience preferred, with strong interest in language teaching and/or literature, especially in the context of a modern literature programme. 3. Italian language and literature courses. 4. Salary to be negotiated. 5. Prof. P.W. Gooch, Chairman, Division of Humanities, Scarborough College, University of Toronto, West Hill, Ontario. M1C 1A4. 6. 1 July 1978. 7. 15 March 1978.

KINESIOLOGY

SIMON FRASER UNIVERSITY. Department of Kinesiology. A biomedical engineer is required for a faculty position in the Kinesiology Department at Simon Fraser University. The appointee will require to work in an interdisciplinary environment with biochemists, biologists, physiologists, physicians, psychologists and biomechanics faculty on research problems related to human movement and human performance. The appointee should be able to teach courses at the undergraduate and graduate level on systems theory and biomedical instrumentation and to participate in team-taught physiology and human factors courses taking particular responsibility for neurophysiology. The appointment, which is subject to the availability of funds and to approval by the Canadian Immigration Authorities, will probably be made at the assistant professor level with salary dependent on qualifications. Applications with the names of three referees should be sent to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby 2, British Columbia, V5A 1S6.

SIMON FRASER UNIVERSITY. Department of Kinesiology. Position related to teaching prospective teachers of physical education. The Department of Kinesiology in cooperation with the faculty of Education intends to offer new theory and laboratory courses in biomechanics, motor learning and exercise physiology for those who intend a career in teaching Physical Education. Two positions at the Assistant Professor level, one as a joint appointment with the Faculty of Education will be filled, subject to the availability of funds in September, 1978. Candidates should possess a Ph.D. degree. They should have a developed research interest in biomechanics, motor learning or exercise physiology and a genuine desire to transmit a better fundamental understanding of human performance to potential teachers of Physical Education. Some experience of curriculum design is desirable. Appointment at the Assistant Professor level will be at a salary commensurate with experience. Practical experience in teaching team sports, individual sports or recreational activities will be advantageous. Application should be made to Dr. E.W. Banister, Chairman, Department of Kinesiology, Simon Fraser University, Burnaby 2, British Columbia, V5A 1S6.

UNIVERSITY OF WATERLOO. Department of Kinesiology. 1. (Subject to the availability of funds) Assistant or Associate Professor. 2. Ph.D. or M.D. with expertise in the biological and social determinants of disease. A knowledge of disease processes is required. Teaching knowledge of one or more of the following areas: community health, occupational health, social aspects of health behaviour, or psychosomatics. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. 3. Teach one course in area of expertise and one or more courses in other areas of interest at undergraduate (B.Sc.) and graduate (M.Sc.) levels. 4. Associate professor (minimum \$22,200). Assistant professor (minimum \$17,100). Salary and rank commensurate with teaching and

research experience. 5. Apply to: Professor N. Ashton, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario. N2L 3G1. 6. Starting July 1, 1978. 7. Closing date for application, March 15, 1978.

UNIVERSITY OF WATERLOO. Department of Kinesiology. 1. Assistant or Associate Professor. 2. Ph.D. with expertise in programme evaluation and teaching knowledge in one or more of the following areas: community health, occupational health, social aspects of health behaviour, or psychosomatics. 3. Teach course in programme evaluation at graduate (M.Sc.) level and one or more courses in areas of interest at undergraduate (B.Sc.) or graduate (M.Sc.) level. 4. Associate professor (minimum \$22,200). Assistant professor (minimum \$17,100). Salary and rank commensurate with teaching and research experience. 5. Apply to: Professor N. Ashton, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario. N2L 3G1. 6. Starting July 1, 1978. (Subject to the availability of funds.) 7. Closing date for application, March 15, 1978. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

LANDSCAPE ARCHITECTURE

UNIVERSITY OF GUELPH. School of Landscape Architecture. Applicants are invited for the position of Assistant Professor in Landscape Architecture. Qualifications should include: M.L.A. from accredited school. Minimum three years experience in design teaching at introductory level. Substantial professional experience. Good familiarity with professional work in North America. Competent to teach air-photo interpretation for landscape architecture. Expertise and ability to teach photography. Responsibilities will be: Teach introduction courses in landscape architectural design. Teach graduate course in airphoto interpretation. Teach interdisciplinary course in design concepts. Coordinate dark room and photographic work within the School. Conduct graduate field studies in the eastern United States and Canada. Rank and salary to be negotiated. This position is subject to final budgetary approval. Applications, together with appropriate resume and two letters of reference must be submitted by February 28th, 1978 to: Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

UNIVERSITY OF GUELPH. School of Landscape Architecture. Applicants are invited for the position of Assistant Professor in Landscape Architecture. Qualifications should include: M.L.A. from accredited school. Minimum of one year professional experience in Europe. Minimum of one year professional experience in North America. Functional knowledge of at least one European language plus English. Minimum of two years teaching experience in landscape architecture at the senior level. Responsibilities will be: Teach advanced undergraduate courses in landscape architectural design and construction. Teach service courses in elementary landscape design. Conduct the Semester Abroad program in Europe annually. Carry key faculty responsibility for metric conversion in the School. Coordinate interface with other North American schools of landscape architecture. Rank and salary to be negotiated. This position is subject to final budgetary approval. Applications, together with appropriate resume and two letters of reference must be submitted by February 28th, 1978 to: Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

LAW

UNIVERSITY OF SASKATCHEWAN. College of Law. The College of Law, University of Saskatchewan invites applications for assistant and associate professor positions, appointment to take effect July 1, 1978. A graduate degree in law, significant experience in practice or equivalent is required. Salary and rank commensurate with qualifications and experience. Applications, accompanied by a detailed curriculum vitae and the names of three referees, should be addressed to Dean Donald H. Clark, College of Law, University of Saskatchewan, Saskatoon, Sask. S7N 0W0.

LETTRES FRANCAISES

UNIVERSITE D'OTTAWA. Departement de lettres francaises. La Faculte des Arts

est la recherche d'un directeur pour le Département de lettres françaises. Compose de 36 professeurs, le département offre des programmes de 1er, 2ième et 3ième cycles. Les candidats doivent avoir les qualifications requises pour une nomination au rang de professeur agrégé ou de professeur titulaire. Le traitement est à discuter et sera fonction de l'expérience et des réalisations du candidat. Les personnes intéressées sont priées de faire parvenir leur candidature avant le 1er février 1978 à Marcel Hamelin, doyen, Faculté des Arts, Université d'Ottawa, Ottawa, Ontario K1N 6N5

LINGUISTICS

UNIVERSITY OF CALGARY. Department of Linguistics. The University of Calgary may have an opening for an Assistant professor of Linguistics, subject to budgetary constraints, beginning July 1, 1978. Qualifications include: a) Ph.D. in linguistics, b) specialization in TESL or Algonquian, c) interest in teaching introductory and intermediate courses in phonology and syntax. Send curriculum vitae and (optionally) other supporting material to E.D. Cook, Head, Department of Linguistics, The University of Calgary, Calgary, Alberta, Canada. T2N 1N4.

UNIVERSITY OF OTTAWA. Department of Linguistics. The Department of Linguistics has a possible opening for a specialist in Applied Linguistics, TESL. The candidate must be bilingual in French and English, and must hold the Ph.D. or equivalent. The position is available at the assistant or associate professor rank, and the salary will be commensurate with the experience and accomplishments of the candidate. Applications, with the names of three referees, should be sent before March 1st, 1978 to Dr. Douglas C. Walker, Chairman, Department of Linguistics, University of Ottawa, Ottawa, Ontario, K1N 6N5. The availability of this position is strictly subject to budgetary approval.

MATHEMATICS

CONCORDIA UNIVERSITY. Department of Mathematics. Applications are invited for a possible faculty position in Statistics commencing in the academic year 1978/79. Rank and salary will depend on experience and qualifications. Preference will be given to candidates with demonstrated teaching ability who have done research in applied as well as theoretical statistics. Send curriculum vitae with the names of three referees by March 1, 1978 to: Dr. W. Byers, Department of Mathematics, Concordia University, 1455 Blvd. de Maisonneuve W., Montreal, Quebec, H3G 1M8. Canada.

McMASTER UNIVERSITY. Department of Mathematics. The Department of Mathematics expects to make two appointments this year in Mathematics and Statistics. Rank and salary dependent on qualifications: minimum for Assistant Professor is \$16,500 in 1977-78. A strong background in both teaching and research required. A vitae and the names of at least three referees should be sent to: Prof. C.R. Riehm, Chairman, Department of Mathematics, McMaster University, Hamilton, Ontario. L8S 4K1.

ROYAL ROADS MILITARY COLLEGE. Department of Mathematics. One vacancy for Lecturer or Assistant Professor Maths for term appointment 1 Sept. 78 to 31 May 79 non-renewable. Ph.D. in Math or applied Math desired. Complete dossiers with names of three referees to: Dr. E. S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

SAINT MARY'S UNIVERSITY. Department of Mathematics. Temporary assistant professorship. Require Ph.D., keenness for research, and enthusiasm for undergraduate teaching. Any branch of math will be considered, with preference to candidates with knowledge of statistics or computer science. 9 hours teaching. 1977-78 salary: \$12,420 for nine months. Send curriculum vitae and names of referees to: Dr. R. L. Kruse, Chairman, Department of Mathematics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Closing date: 15. 1978.

SIMON FRASER UNIVERSITY. Department of Mathematics. The Department of Mathematics invites applications for the positions of (i) assistant professor and (ii) visiting assistant professor, both positions commencing September 1, 1978. Applicants must have a Ph.D. or equivalent research experience in statistics. Duties include teaching and research. The salary will be commensurate with experience. Appointment

is dependent upon final budget approval. Applications should be sent as soon as possible. Applicants should arrange for three letters of reference to be sent directly to: Dr. N.R. Reilly, Chairman, Department of Mathematics, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF TORONTO. Department of Mathematics. Tenure-stream appointments. Rank Open, in Mathematics, Applied Mathematics or History of Mathematics. Appointments to commence July 1, 1978. Ph.D. and evidence of excellence in teaching and research required. Application should be made as soon as possible to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

UNIVERSITY OF TORONTO. Department of Mathematics. Possible tenure-stream and/or contractually limited positions in Statistics on the St. George and/or Erindale College campuses. Appointments to commence July 1, 1978. Ph.D. and evidence of excellence in teaching and research required. Application should be made as soon as possible to: The Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1.

MEDICINE

QUEEN'S UNIVERSITY. Department of Medicine. Allergist and Clinical Immunologist - A geographically full-time position is available for a fully trained specialist to join and help develop an already established division in the Department of Medicine. Accepted candidates will be expected to teach and carry out research in the specialty as well as to participate in an active University clinic, treating both adult and paediatric patients. Apply with curriculum vitae and names and addresses of three referees to: Dr. D. L. Wilson, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada. K7L 3N6.

UNIVERSITY OF TORONTO. Faculty of Medicine. 1. Medicine. 2. Assistant Professor/Neurologist Clinical Scientist (U. of T.) (Hospital). 3. M.D. - an interest in neuromuscular disease and acute and chronic encephalopathies. 4. Responsibilities will be to develop a programme of laboratory research in association with the Division at the Toronto General Hospital. 5. Commensurate with experience and qualifications. 6. Submit Curriculum Vitae to: Dr. J.R. Wherett, Professor of Neurology, Director, Neurology Programme, Department of Medicine, 11 N.U.W., Toronto General Hospital, 101 College Street, Toronto, Ontario M5G 1L7. 7. Effective date - as soon as possible after May 31, 1978. 8. Closing date - March 31, 1978.

MENTAL RETARDATION

THE UNIVERSITY OF ALBERTA. Centre for the Study of Mental Retardation. 1. Title of position: Assistant Professor. 2. Qualifications: Ph.D. 3. Nature of duties: Centre for the Study of Mental Retardation. The candidate should have an active interest in research in language development and cognitive functions. Preference will be given to candidates who have worked with the mentally retarded and/or learning disabled children. The successful candidate will be required to initiate research projects, obtain grants, and collaborate with colleagues at the Centre. Part-time teaching opportunities exist for courses in developmental or language processes of children. 4. Salary offered: \$18,377 is the current level. The position is subject to budgetary approval. 5. Interested persons (male or female) should send and application, transcripts, and three letters of reference to: Secretary, Centre for the Study of Mental Retardation, The University of Alberta, Edmonton, Alberta, T6G 2E1. 6. Effective date of appointment: April 1, 1978. 7. Closing date for receipt of applications: When position filled.

NURSING

CONCORDIA UNIVERSITY. Community Nursing Programme. Co-ordinator of the degree programme in Community Nursing Education. Loyola Campus of Concordia University. Administrative abilities, knowledge of community nursing, teaching and curriculum experience, eligible for registration as a nurse in the Province of Quebec. Ph.D. preferred. Master in nursing with suitable experience may be considered. Send resumes to: Director, Community Nursing Programme Concordia University, 7141 Sherbrooke W., Montreal, Quebec. H4B 1R6.

LAURENTIAN UNIVERSITY. School of Nursing. Invites applications for the position of Director. The School offers a basic and an open curriculum post R.N. degree program in Sudbury and a part-time post R.N. degree program in Sault-Ste-Marie and North Bay. Courses are taught in French and English. Applicants should have masters or doctoral preparation with experience in clinical nursing and baccalaureate nursing education. Bilingual - French and English would be a definite asset. Rank and salary commensurate with qualifications and experience in accordance with university policies. Appointment to begin July '78. Address application to: Cynthia Dobbs, Chairman, Academic Council, Laurentian University, School of Nursing, Ramsey Lake Road, Sudbury, Ontario. P3E 2C6.

ST. FRANCIS XAVIER UNIVERSITY. Department of Nursing. Chairperson. Undergraduate (BSC.N.) Program. St. Francis Xavier University, Antigonish, Nova Scotia, Canada, 120 Students. Earned doctorate preferred. Master's degree in Nursing with experience in a baccalaureate program. Salary and rank based on academic preparation and experience. Apply to: Dr. John T. Sears, Dean of Arts and of Science, St. Francis Xavier University, Antigonish, Nova Scotia. B2G 1C0.

UNIVERSITY OF VICTORIA. School of Nursing. Faculty - New Positions (2) in 2-year post-basic baccalaureate program in Victoria, B.C., Canada. Generalist in focus, clinical emphasis on gerontology in community and supportive extended care units. Community Health nursing and independent study provide opportunity to work closely with highly-qualified and motivated R.N. students. Teaching creativity and research are strongly endorsed. Master's degree, teaching and recent clinical experience in gerontology/med surg/psychology / rehabilitation preferred. Salaries and fringe benefits competitive; and equal opportunity employer for qualified persons. Appointments effective July 1, 1978. Contact: Dr. Isabel MacRae, Director, School of Nursing, University of Victoria, P.W. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Telephone (Area code 604) 477-6911 - Local 4814.

MUSIC

UNIVERSITY OF CALGARY. Department of Music. Music Education, elementary and/or junior high school levels. A secondary interest in the choral field is desirable. Teaching experience in the public schools is essential. Holders of Ph.D. preferred; Master's degree holders will be considered. Duties will include teaching of music education courses for music majors and elementary classroom teachers. Supervision of field experiences. The 1977-78 salary levels are \$21,908 to \$30,159 (Associate Professor) and \$17,800 to \$23,291 (Assistant Professor). Appointment to commence September 1, 1978. Preference will be given to Canadian citizens or those with landed immigrant status. Letter of application, curriculum vitae and full placement dossier to be sent to: Dr. S.G. Finn, Head, Department of Music, The University of Calgary, Calgary, Alberta. T2N 1N4.

UNIVERSITY OF CALGARY. Department of Music. Music Theory / Composition. A secondary interest in a performing area is desirable. Holders of Ph.D. preferred; Master's degree holders will be considered. The 1977-78 salary levels are \$21,908 to \$30,159 (Associate Professor) and \$17,800 to \$23,281 (Assistant Professor). Appointment to commence September 1, 1978. Letter of application, curriculum vitae and full placement dossier to be sent to: Dr. S.G. Finn, Head, Department of Music, The University of Calgary, Calgary, Alberta. T2N 1N4.

THE UNIVERSITY OF MANITOBA. School of Music. 1. Associate Professor, salary and type of appointment dependent upon budgetary approval. 2. Ph.D. in Music Education or equivalent experience in Canada required. Demonstrated ability for teaching and scholarly activities principally in music education and choral conducting. 4. Floors for 1976-77 Assistant Professor \$15,300, Associate \$19,990, Full \$25,560. Current floors under negotiation. 5. Director, School of Music, University of Manitoba, Winnipeg, Manitoba R3T 2N2. 6. September 1, 1978. 7. Until position filled.

UNIVERSITY OF MANITOBA. School of Music. 1. Assistant Professor, salary and type of appointment dependent upon budgetary approval. 2. Ph.D. or equivalent

experience in subject area required with demonstrated ability in individual instruction in upper strings with additional expertise and experience in one or more of the following: conducting large ensembles, teaching in academic areas. 4. Floor for 1976-77 lecturer \$12,020, Assistant Professor \$15,300, Associate \$19,990, Full \$25,560. Current floors under negotiation. 5. Director, School of Music, University of Manitoba, Winnipeg, Manitoba R3T 2N2. 6. September 1, 1978. 7. Until position filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Music. 1. Rank: Dependent upon experience, and subject to availability of funds. 2. Qualifications: Ph.D. in Theory. 3. Duties: To coordinate undergraduate Theory; to teach graduate and undergraduate courses in Theory and Analysis. 4. Salary: Commensurate with qualifications. 5. Inquiries: Dr. Jack Behrens, Chairman, Theory and Composition Department, Faculty of Music, The University of Western Ontario, London, Ontario N6A 3K7. 6. Date of Appointment: July 1, 1978. 7. Closing date for applications; January 31, 1978 or when filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Applied Music. 1. Piano Instructor. Rank open. Limited Term. Position subject to the availability of funds. 2. Qualifications: DMA or equivalent training; extensive national (Canadian) and international performance experience and significant teaching experience. 3. Duties: Undergraduate and graduate piano teaching; solo recitals, accompanying and participation in faculty performances. The successful candidate will be encouraged to pursue an active professional performing career. 4. Salary: negotiable; commensurate with experience and qualifications. 5. Address all applications to: Professor Robert E. Creech, Chairman, Applied Music Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 July 1978 or 1 September 1978. 7. Closing date for applications: 30 April 1978 or when position filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Applied Music. The Faculty of Music of the University of Western Ontario invites applications for an appointment in the Department of Applied Music. 1. Trumpet Instructor. Rank open. Limited Term. Position subject to the availability of funds. 2. Qualifications: DMA or equivalent training; extensive national (Canadian) and international performance experience and significant teaching reputation. 3. Duties: Undergraduate and graduate trumpet teaching; ensemble coaching, solo recitals and faculty ensemble performances. The successful candidate will be encouraged to pursue an active professional career. 4. Salary: negotiable, commensurate with experience and qualifications. 5. Address all applications to: Professor Robert E. Creech, Chairman, Applied Music Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 July 1978 or 1 September 1978. 7. Closing date for applications: 30 April 78 or when position filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Applied Music. The Faculty of Music of the University of Western Ontario invites applications for an appointment in the Department of Applied Music. 1. Voice Instructor. Rank open. Limited Term. Position subject to the availability of funds. 2. Qualifications: DMA or equivalent training; extensive national (Canadian) and international performance experience and significant teaching experience. 3. Duties: Undergraduate and graduate voice teaching; choral conduction; solo recitals and participation in faculty performances. The successful candidate will be encouraged to pursue an active professional performing career. 4. Salary: negotiable, commensurate with experience and qualifications. 5. Address all applications to: Professor Robert E. Creech, Chairman, Applied Music Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 July 1976 or 1 September 1978. 7. Closing date for applications: 30 April 1978 or when position filled.

QUEEN'S UNIVERSITY. Department of Music. 1. Position: Lecturer or Assistant Professor. 2. Qualifications: Ph.D. or equivalent, completed, or near completion

Teaching experience. Evidence of substantial productivity and promise. 3. Duties: To teach undergraduate courses in theory, analysis, composition, and music literature, as well as, eventually, graduate courses in areas of expertise. 4. Some preferred areas of additional experience: Computer applications, Canadian and/or American music, popular music, other areas of music literature, or performance skills. 5. Salary: Lecturer: \$15,500. Assistant Professor: \$16,600. 6. Effective date of appointment: August 1, 1978. 7. Closing date of application: When the position is filled (preferably by April 1, 1978). 8. Application: To: Prof. Istvan Anhalt, Head, Music Department, Queen's University, Kingston, Ontario, Canada.

YORK UNIVERSITY. Department of Music. 1. Position: Assistant or Associate Professor. 2. Qualifications: Ph.D. or extensive academic/professional credentials. 3. Duties: To teach in a programme offering performance, composition and musicology with a special emphasis in 20th-century studies (including jazz) and in non-Western music. Applicants should be qualified to make a positive contribution to several different aspects of the programme. 4. Salary: Negotiable, according to qualifications and experience. 5. Applications and Inquiries: Dr. Alan Lessem, Chairman, Department of Music, York University, 4700 Keele St., Downsview, Ontario, M3J 1P3. 6. Appointment Date: July 1, 1978. 7. Closing Date for Applications: March 1, 1978 or until position is filled. This position is subject to approval of budget.

NUTRITION

UNIVERSITY OF GUELPH. Department of Nutrition. Assistant or associate professor of nutrition. Candidates should have strong training in experimental nutrition or nutritional biochemistry and be prepared to undertake teaching and research on the metabolic aspects of ruminant nutrition. Send curriculum vitae, list of publications and names of 3 referees to Dr. H. H. Draper, Chairman, Department of Nutrition, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Nutrition. University of Guelph: Applied Human Nutrition. Applications are being accepted for two faculty members, one in clinical nutrition and the other in community nutrition, preferably, both with an interest in relating nutrition with the behavioral sciences. The successful candidates are expected to have active research interests and will be involved in undergraduate and graduate teaching within a multidisciplinary environment. Rank and salary open but Ph.D. and record of scholarship required. Positions open until filled subject to final budgetary approval. Address enquiries, or applications with curriculum vitae and names of 3 referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario. N1G 2W1.

THE UNIVERSITY OF MANITOBA. Department of Foods and Nutrition. Applications are invited for an assistant or associate professor with a Ph.D. or equivalent with advanced training in experimental nutrition, biochemistry and/or physiology related to metabolic aspects of human nutrition. Demonstrated competence in teaching and research will be given preference. A knowledge of Canadian conditions will be considered an asset. Applicants will be expected to teach and to conduct research related to the metabolic aspects of human nutrition. Salary and rank commensurate with qualifications and experience. Enquiries and applications, including a complete curriculum vitae and the names of three referees, should be sent to Dr. Vivian M. Bruce, Acting Head, Dept. of Foods and Nutrition, University of Manitoba, Winnipeg, R3T 2N2. The appointment will be effective July 1, 1978. The position will be open until filled.

UNIVERSITY OF MANITOBA. Department of Foods and Nutrition. Applications are invited for an assistant or associate professor with a Ph.D. degree or equivalent with advanced training in nutrition, the social sciences and/or nutrition education. Field experience in community programming is required. A knowledge of Canadian conditions will be considered to be an asset. Demonstrated competence in teaching and research will be given preference. The successful candidate will be expected to teach and develop a strong research program in the area of community

nutrition. Salary and rank commensurate with qualifications and experience. Enquiries and applications, including a complete curriculum vitae and the names of three referees should be sent to Dr. Vivian M. Bruce, Acting Head, Department of Foods and Nutrition, University of Manitoba, Winnipeg, R3T 2N2. The appointment will be effective July 1, 1978. The position will be open until filled.

THE UNIVERSITY OF NEW BRUNSWICK. Food and Nutrition. The University of New Brunswick invites applications for a one-year replacement position, 1978-79, at assistant professor level. Ph.D. preferred, master's considered. Teaching undergraduate courses in foods and diet therapy within the home economics program. Development of a nutrition laboratory. Additional teaching or administrative duties, depending upon the applicant's background. This position is subject to budget approval. Send curriculum vitae, names of three referees, and transcripts by April 1, 1978 to: Dr. D.R. LeBlanc, Chairman, Vocational Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada E3B 5A3.

PATHOLOGY

QUEEN'S UNIVERSITY. Department of Pathology. Full time position in Department of Pathology, Faculty of Medicine, Queen's University, and Department of Pathology, Kingston General Hospital. Academic rank and salary dependent on qualification and experience. Royal College certification, or its equivalent, and Ontario licence to practice, are required. Primary responsibility will be in the areas of blood banking, immunopathology, and hematological pathology. Appointee will be expected to develop a program of independent research as part of his/her academic functions. Apply to the following, enclosing a Curriculum Vitae: Nathan Kaufman, M.D. Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada K7L 3N6 Telephone (613) 547-6923.

UNIVERSITY OF TORONTO. Department of Pathology. 1) Department of Pathology. 2) Assistant Professor — Department of Pathology and Staff Neuropathologist, Sunnybrook Medical Centre. 3) Applicants should be Fellows of the Royal College of Physicians and Surgeons of Canada, in Anatomical Pathology or Neuropathology, or equivalent qualifications. 4) Incumbent will be expected to share supervision of the autopsy service and be wholly responsible for the neuropathology service of a 535-bed teaching hospital. 5) Salary commensurate with qualifications and experience. 6) July 1, 1978 — effective date of appointment. 7) April 1, 1978 — closing date for applications. 8) Dr. Bruce Cruickshank, Department of Pathology — Sunnybrook Medical Centre, 2075 Bayview Avenue, Toronto M4N 3M5.

PHARMACOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Pharmacologists with a Ph.D. and/or M.D. degree are invited to apply for a faculty position at the Faculty of Medicine, Memorial University of Newfoundland. The duties will include contributing to the teaching of pharmacology in an integrated medical curriculum as well as some pharmacology teaching to science students and to graduate students. Candidates should have a broad background in general pharmacology with a major interest in drug kinetics, toxicology, drug metabolism or biochemical pharmacology and will be expected to have or to develop a research program. The Faculty of Medicine has recently moved into a new Health Sciences Complex located on the Memorial University Campus, and will soon be joined by the St. John's General Hospital. Academic rank and salary will be commensurate with experience and qualifications. The position will be available from September, 1978 or by negotiation. The application deadline is March 10, 1978. Application, including curriculum vitae and the names and addresses of three referees, should be sent to: Dr. R.S. Neuman, Chairman, Pharmacology Search Committee: Faculty of Medicine, St. John's, Newfoundland, Canada, A1B 3V6.

UNIVERSITY OF SASKATCHEWAN. College of Pharmacy. Applications are invited for faculty positions in Clinical Pharmacy, Pharmaceutics and Analytical Pharmaceutical Chemistry. In Clinical Pharmacy the appointee will serve as a clinical pharmacy practitioner in the ambulatory

care setting in addition to the research and teaching roles in the College. The Pharmaceutics appointee should have a background of training in biopharmaceutics and/or pharmacokinetics to the Ph.D. level. The appointee in Analytical Pharmaceutical Chemistry must be well trained in modern analytical methodology and have a strong research orientation. Responsibilities include teaching undergraduate and graduate classes, the development of a research program and other activities that may be assumed or assigned in relation to the effective functioning of a health sciences professional college. Interested candidates should forward an application, curriculum vitae and the names of three referees to: Dean B.R. Schnell, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of Pharmacology. College of Medicine. Faculty position in Clinical Pharmacology, University of Saskatchewan, Saskatoon, Saskatchewan. Appointment in Departments of Pharmacology and Medicine. Candidate should have M.D., post-graduate training in internal medicine and pharmacology and eligibility for licensure in Province of Saskatchewan. Send curriculum vitae to Dr. G.E. Johnson, Head, Department of Pharmacology, College of Medicine, University of Saskatchewan, Saskatoon, Canada. S7N 0W0.

PHILOSOPHY

UNIVERSITY OF GUELPH. Department of Philosophy. One and possibly two eight-month sessional replacements required for Fall and Winter Semesters (September through April). Areas to be covered include Oriental, social, religion, education and art, all at the junior level. Salary approximately \$12,600, depending on qualifications. Send applications to Dr. George Todd, Chairman, Department of Philosophy, University of Guelph, Guelph, Ontario. N1G 2W1.

MCMASTER UNIVERSITY. Department of Philosophy. Assistant Professor for one year only; Ph.D. required. Mainly undergraduate teaching; Salary dependent on qualifications: present salary floor for Assistant Professor is \$16,500. Please send curriculum vitae and the names of three referees to: Dr. S.M. Najm, Chairman, Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1. Appointment to commence July 1, 1978.

UNIVERSITY OF VICTORIA. Department of Philosophy. Applications are invited for a temporary one-year appointment at the rank of Sessional Lecturer. Candidates should have, or be near completion of, a doctorate or have some equivalent qualification. Areas of special competence should include some of the following: Existentialism, Philosophy of Education, Philosophy of Law, Social and Political Philosophy (Hobbes and Rousseau) and Philosophy of History. Salary will be commensurate with qualifications and experience. Normal period of appointment: September 1978 to May 1979. Please address letter of application including curriculum vitae and names of three referees, to the Chairman, Professor K.W. Rankin, Philosophy Department, University of Victoria, Victoria, B.C. V8W 2Y2. Closing date: when post is filled. The University of Victoria reserves the right not to fill this vacancy.

PHYSICS

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Physics. Assistant Professorship. Subject to adequate funding, a position may become available July 1, 1978 in one of the following fields: Quantum Optics, Biophysics. Salary depends on qualifications. The closing date for applications is March 31, 1978. Exceptional candidates in other fields may be considered. All correspondence should be addressed to: Professor Luis de Sobrino, Chairman, Appointments Committee, Department of Physics, The University of British Columbia, 2075 Wesbrook Place, Vancouver, British Columbia, Canada V6T 1W5.

THE UNIVERSITY OF BRITISH COLUMBIA. Physics Department. A Research Associate of Postdoctoral position is expected to be available with the Plasma Physics Group at the University of British Columbia, starting in April 1978. We are particularly interested in getting a person to join in the CO₂ laser-plasma interaction studies. For further details write

to A.J. Barnard, Physics Department, University of British Columbia, Vancouver, B.C. Canada V6T 1W5.

ROYAL ROADS MILITARY COLLEGE. Department of Physics and Physical Oceanography. Up to two possible vacancies for Lecturer or Assistant Professor of Physics effective 1 Sept. '78. Ph.D. required. Research in general area of coastal marine science. Complete dossiers with names of three referees to: Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0. In reply quote DOS 68 061800Z Jan. 78 E.S. Graham, Principal, RRMIC Victoria. FMO Victoria B.C. V0S 1B0.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Physics. A junior tenure-stream appointment in theoretical quantum modern optics at the Assistant Professor level is available in Physics at the University of Toronto commencing on or before Sept. 1, 1978. This position is at Erindale College and involves teaching undergraduate and graduate courses, supervision of graduate students and research. There currently exist in Physics extensive experimental programs in various areas of modern and quantum optics, solid state physics and molecular physics, as well as theoretical research in optics, molecular and solid state physics. The deadline date for applications is April 15, 1978, and interested candidates should send a full résumé, including the names of at least three referees, to Prof. R.L. Armstrong, Chairman, Dept. of Physics, University of Toronto, Toronto, Canada M5S 1A7 (416) 978-2932.

THE UNIVERSITY OF WATERLOO. Physics Department. Position Available: University of Waterloo. Physics Department. Title of position: 1. Post-doctoral fellow. Qualifications required: 2. Experience in pulsed N.M.R. Nature of duties: 3. Do research on liquid crystals. Salary offered: 4. 11,800. Person to whom enquiries should be sent: 5. M.M. Pintar, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment: 6. April 1, 1978 but not later than July 1, 1978. Closing date for applications: 7. When position filled.

PHYSICAL EDUCATION

UNIVERSITY OF LETHBRIDGE. Department of Physical Education. Lecturer of Assistant Professor of Physical Education. A nine-month terminal appointment, effective August 1, 1978, to May 30, 1979. Applicants should hold at least a Master's degree, and should be competent to teach courses selected from: (1) Theory courses: Anatomy, Kinesiology, Principles of Athletic Training, Contemporary Health Issues. (2) Activity courses: Fundamental Movement, Creative Dance for Children, Social and Round Dance, Folk and Square Dance. The actual teaching assignment to be developed in consultation with Department Chairman. Salary Range: \$14,493 (minimum Lecturer) \$21,109 (mid-Assistant Professor). Interested candidates should forward a letter of application, a curriculum vitae, a transcript of academic record, and the names of at least three persons willing to serve as referees. Deadline for Applications: when position is filled. Apply to: Dr. H.G. Buhrmann, Chairman, Department of Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta. T1K 3M4

MCMASTER UNIVERSITY. School of Physical Education & Athletics. Appointment Anticipated — Associate Assistant Professor — Motor Development Applicant should hold doctoral degree plus strong teaching and research background. Teaching responsibilities will lie primarily in the areas of growth and motor development. Involvement in graduate programme. Additional competencies in activity teaching or coaching will be required and should be specified. Rank dependent upon qualifications. Effective July 1, 1978. Resumes and letters of reference should be sent to: Dr. Frank J. Hayden, Director, School of Physical Education & Athletics, McMaster University, Hamilton, Ontario L8S 4K1

PHYSIOLOGY

DALHOUSIE UNIVERSITY. Department of Physiology and Biophysics. Faculty Position: Physiologist or biophysicist. Candidates with research interests in neurophysiology, cybernetic, endocrine, cardiovascular, or respiratory control will be given preference. Appointment will be

at the assistant or associate professor level beginning July 1978. Teaching duties may include medical, paramedical, and graduate student courses. The applicants should hold a M.D. or Ph.D. degree and have had postdoctoral training. Send curriculum vitae and names of three references to: Dr. G.A. Klassen, Head, Department of Physiology and Biophysics, Dalhousie University, Halifax, Nova Scotia, B3H 4H7.

PHYSIOTHERAPY

DALHOUSIE UNIVERSITY School of Physiotherapy. Applications are invited for Faculty appointments in the School of Physiotherapy which will become available in July, 1978. The School now offers a Bachelor of Science Degree in Physiotherapy and has recently implemented a Post-Diploma Programme which may be taken on a part-time basis. Teachers whose interests lie in the field of Orthopaedics, Neurology or Research in Physiotherapy or related areas are invited to apply. Rank and salary are negotiable according to qualifications and experience. Interested persons should contact the School directly and applications together with detailed curriculum vitae and the names of two referees should be forwarded to: David A. Egan, Director, School of Physiotherapy, Dalhousie University, Halifax, Nova Scotia.

POLITICAL STUDIES

UNIVERSITY OF GUELPH Department of Political Studies, invites applications for the following position: 1. Rank - Assistant Professor. 2. Ph.D. required. 3. Undergraduate and Graduate teaching in the following preferred fields - Comparative (Developing) Politics with a secondary interest in International Relations. Interested parties in other areas are also invited to apply. 4. Salary competitive with other Universities in the province. 5. Write: Dr. Patrick Kyba, Chairman, Department of Political Studies, University of Guelph, Guelph, Ontario N1G 2W1. 6. Date of Appointment - September 1, 1978. 7. Closing date for applications - May 1, 1978. This position is subject to final budgetary approval.

MOUNT SAINT VINCENT UNIVERSITY. Department of Political Studies. Applications are invited for the position of assistant or associate professor effective July 1, 1978. Applicants should have a Ph.D., commitment to undergraduate teaching with some demonstrated research ability. Competence expected in Canadian politics plus in any of: public administration, political theory, international, comparative, or third world politics. Salary commensurate with qualifications and experience. Applications including curriculum vitae and names of three referees should be sent to Dr. P. Payer, Chairman, Division of History, Philosophy, Political Studies, Religious Studies, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Closing date: when filled.

UNIVERSITÉ D'OTTAWA. Département de Science Politique. Poste disponible en Politique Canadienne. Le Département de science politique de l'université d'Ottawa annonce un concours pour combler un poste de professeur suppléant dans le domaine de la politique canadienne. Domaine de spécialisation: - politique provinciale et gouvernement municipal. Conditions: - Doctorat de préférence; - Enseignement en français et en anglais. Début d'emploi: - le 1er juillet 1978. Les candidats intéressés devront faire parvenir leur curriculum vitae le plus tôt possible au: Directeur, Département de Science Politique, Université d'Ottawa, 550 Cumberland, Ottawa, Ontario. K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Political Science. Applications are invited for the position of Sessional Lecturer in the field of Canadian Government and Politics, subject to budgetary considerations. Preference will be given to candidates capable of teaching in the area of provincial and urban politics. Applicants should have a Ph.D. or be near completion and be capable of teaching in both French and English. Salary commensurate with qualifications and experiences. Address applications to: Chairman, Department of Political Science, University of Ottawa, 550 Cumberland, Ottawa, Ontario, K1N 6N5. The appointment will commence on July 1, 1978.

UNIVERSITÉ D'OTTAWA. Département de Science Politique. Le département de science politique a présentement un poste

régulier disponible dans le domaine de la Théorie Politique et Analyse des Idéologies. Les candidats avec le diplôme du Doctorat auront la préférence. Une expérience pertinente dans les domaines de l'enseignement et de la recherche serait avantageuse. Le poste sera rempli le 1er juillet, 1978. Le rang et le salaire sont ouverts. Les candidatures, avec curriculum vitae et les noms de deux répondeurs, devraient être soumises à: Professeur William Badour, Directeur, Département de Science Politique, Université d'Ottawa, 550 Cumberland, Ottawa, Ontario. K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Political Science. Applications, including resumés and the names of referees, are invited for a position in the field of Political Thought effective July 1st, 1978. Candidates should have a completed Ph.D. degree as well as the ability to teach in French. Experience in both teaching and research preferred. Salary and rank are open commensurate with qualifications. Applications should be transmitted to: Professor William Badour, Chairman, Department of Political Science, University of Ottawa, Ottawa, Ontario. K1N 6N5.

UNIVERSITY OF WATERLOO. Department of Political Science. Applications are being accepted for the position of Lecturer or Assistant Professor. A completed Ph.D. (or equivalent) is required for appointment as an Assistant Professor. Duties include undergraduate and some graduate teaching in comparative politics, with emphasis on at least two of the politics of the developing areas, public policy, and/or Western European politics. Salary floor for Assistant Professors in 1977-78 is \$17,100. Salary will be commensurate with the qualifications of the successful applicant. Those interested should write to Professor John Wilson, Chairman, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of the appointment will be July 1, 1978. Subject to availability of funds. Applications will be received until the position is filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Political Science. 1. Subject to budgetary considerations, a limited number of part-time appointments for 1978-79. 2. Ph.D. preferred. 3. Preference will be given to candidates in the field of introductory politics, local government, Canadian politics, Eastern European politics, and international relations. 4. Salary subject to negotiation. 5. Dr. M.W. Westmacott, Chairman, Department of Political Science, Social Science Centre, University of Western Ontario, London, Ontario N6A 5C2, Canada. 6. September 1, 1978. 7. April 1, 1978.

WILFRID LAURIER UNIVERSITY. Department of Political Science. Applications are invited for a position in the field of Public Policy. Preference will be given to applicants with additional strengths in several of the following: Political Communication, Quantitative Methodology, American Politics, and Canadian Politics. Applicants should have a completed Ph.D. Appointments will probably be made at the assistant level. Send applications with curriculum vitae and names of three referees to, Professor John H. Redekop, Chairman, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

PRODUCT AND SYSTEMS DESIGN

ONTARIO COLLEGE OF ART. Department of Product and Systems Design. Applications are invited for the position of Chairman of the Department of Product and Systems Design. The Ontario College of Art is a large multi-disciplinary institution which has been teaching industrial design since it was founded more than 100 years ago. Graduates of the last twenty-five years are among today's leading designers. The curriculum of the Product and Systems Design Department spans four years and include exploratory analysis of the design of products, systems, and modes, and the development of the skills necessary for practical application. With a faculty of seven practising designers, the Department enrolls from forty to fifty students in all years. Candidates for the Chairmanship should have qualifications and extensive experience in a design field and/or design education. Salary range:

\$20,000 to \$30,000. Appointment commences September, 1978. Applications, along with a resumé and the names of at least three referees, should be forwarded no later than March 15, 1978 to: P.D. Fleck, President, Ontario College of Art, 100 McCaul Street, Toronto, Ontario. M5T 1W1.

PSYCHIATRY

UNIVERSITY OF CALGARY. Faculty of Medicine. Division of Psychiatry. Applications are invited for a number of full-time positions commencing early in 1978. Duties will include service and teaching at both undergraduate and postgraduate levels. Salary and rank according to qualification and experience. Nominations and/or applications will be received by: Dr. K.I. Pearce, Professor and Head, Division of Psychiatry, Faculty of Medicine, The University of Calgary, Calgary, Alberta. T2N 1N4.

MCMASTER UNIVERSITY. Department of Psychiatry. Psychiatrist with broad interest in the assessment and treatment of psychiatric disorders of adolescents, and a strong commitment to clinical research. Please reply with curriculum vitae and two letters of reference to Dr. J.M. Cleghorn, Professor and Chairman, Department of Psychiatry, McMaster University, 1200 Main Street, West, Hamilton, Ontario, Canada, L8S 4J9.

PSYCHOLOGY

THE UNIVERSITY OF ALBERTA. Department of Psychology. Experimental Psychologist. The Department of Psychology invites applications for a tenurable appointment at the Associate to Full Professor level. Candidates should have demonstrated research competence in human experimental psychology. Preference will be given to those with particular research interest in contemporary information processing. Starting salary is \$22,889.00 to \$30,133 for Associate Professor (Full Professor: \$30,134 - up) with normal yearly increments of \$966. Candidates should send a current curriculum vitae to Dr. A.R. Dobbs, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Direct your referees (at least three individuals who are familiar with your work) to write directly to Dr. Dobbs. The appointment is for July 1, 1978. Closing date for applications is March 1, 1978. Both men and women are invited to apply.

THE UNIVERSITY OF ALBERTA. The Department of Psychology. Experimental Psychologist. The Department of Psychology also invites applications for a tenurable appointment at the Assistant Professor level with a starting salary of \$17,625 to \$22,888 with normal yearly increments of \$752.00. Candidates should have demonstrated research competence in social-developmental. Primary preference will be given to applicants in the areas of social learning, and a secondary preference will be given to applicants in the areas of social motivation or emotion. Candidates should send a current curriculum vitae, transcripts, and statement of their research plans to Dr. P. Zelhart, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Direct your referees (at least three individuals who are familiar with your work) to write directly to Dr. Zelhart. The appointment is for July 1, 1978; Closing date for applications is March 1, 1978. Both men and women are invited to apply.

CARLETON UNIVERSITY. Department of Psychology. Applications are invited for two faculty positions at the rank of Assistant Professor. Preference will be given to applicants having teaching / research experience (a) in the area of human neuropsychology and (b) in the area of developmental psychology (early childhood education or aging preferred). Applicants should send curriculum vitae and a statement of long-term teaching / research priorities, and have sent at least three letters of reference to: Dr. H. Bruce Ferguson, Department of Psychology, Carleton University, Ottawa, Ontario. K1S 5B6.

DALHOUSIE UNIVERSITY. Department of Psychology. The Department of Psychology, Dalhousie University, announces two faculty positions commencing July 1, 1978. I. Behavioral Biology: Person with research / teaching interests in development, integration, and/or functional analysis of species behavior patterns from a broad biological perspective (e.g. developmental neurobiology, ethology,

sociobiology, genetics, endocrinology). II. Perception / Applied Neuropsychology: Person with research / teaching interests in perceptual mechanisms and neuroscience, preferably with a focus upon organically mediated abnormalities of processing capacities (e.g. consequences of multiple sclerosis, deprivation during development). Excellent marine, laboratory, field, and hospital facilities are available. Candidates will be selected on basis of academic excellence. Send resumés including c.v., reprints, and names of at least three references to: Chairman's Advisory Committee, Department of Psychology, Life Sciences Centre, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, Canada.

UNIVERSITY OF GUELPH. Department of Psychology. The Department of Psychology, University of Guelph is seeking an Associate Professor with teaching and research experience in applied social psychology. Preference will be given to candidates with specialization in program evaluation and field research methods. The successful candidate will be expected to contribute to an M.A. program in applied social psychology as well as to undergraduate teaching. Applicants should send vitae, the names of three references and copies of recent publications to: Dr. Michael L. Matthews, Appointments, Officer, Department of Psychology, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITY OF GUELPH. Department of Psychology. The Department of Psychology, University of Guelph, has vacancies for visiting professors for the Fall (September-December, 1978) and Winter (January-April, 1979) semesters. Visitors should be actively engaged in research and should be prepared to contribute to the research activities in the department by interacting with faculty, graduate and undergraduate students. Visiting professors will be required to perform some teaching duties during the semester. Applications are open to all ranks; stipend will be commensurate with rank and experience. Interested persons should submit applications with curriculum vitae and names of references to: Dr. Michael L. Matthews, Appointments Officer, Department of Psychology, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITY OF LETHBRIDGE. Department of Psychology. An assistant or associate professor with a teaching commitment and an established research record in the general area of cognitive processes; with specialization in language, development, or perception. Duties will require teaching undergraduate courses in psychology and maintaining an active research program. Salary will be commensurate with rank and experience (1977-78 salary schedule: Assistant Professor \$18,197 to \$23,295; and Associate Professor \$23,300 to \$30,218). Applications should be sent to Dr. R.H. Barnsley, Chairman, Department of Psychology, University of Lethbridge. The appointment will be effective July 1, 1978 and the closing date for applications will be when the position is filled.

MCMASTER UNIVERSITY. The Department of Psychology, invites applications initially for a two-year contractual appointment at the Assistant Professor level commencing July 1 or September 1, 1978. Salary dependent on qualifications minimum for Assistant Professor is \$16,500 in 1977-78. Outstanding applicants in any experimental specialty will be considered, but emphasis is being placed on psychopathology; neuropsychology; developmental, cognitive and social psychology. Applicants should be prepared to teach undergraduate courses in the general areas of abnormal psychology or tests and measurement, and to initiate an independent research program. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Send vitae, reference letters and reprints to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario, Canada. L8S 4K1.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Psychology. Psychologist to teach in the area of Comparative Learning and Introductory Psychopharmacology. One year appointment beginning 1 September 1978 at the assistant or associate level. Ph.D. with teaching and research experience required. Interest in feeding or memory desirable. Salary in accordance

with rank and qualifications. Apply to Dr. G.R. Skanes, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. A1C 5S7. Position subject to the availability of funds.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Invites applications for a position at the Assistant Professor level in the General Experimental-Physiological area to commence July 1, 1978. Applicants with a teaching commitment in physiological and one of the following areas will be considered: comparative, learning, cognition or perception. Candidates with expertise and research interests in electrophysiology or behaviour genetics are especially encouraged to apply. Duties include undergraduate and graduate teaching and supervision, and significant research performance. Salaries are in accordance with a scale now under negotiation. Applications to be sent to K.V. McDowell, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Invites applications for a position at the Assistant Professor level in the Applied Social-Personality area to commence July 1, 1978. Candidates must have a teaching commitment and an established research record in group processes, program evaluation, or organizational psychology. Duties will include undergraduate and graduate teaching and supervision, and significant research performance. Salaries are in accordance with a scale now under negotiation. Applications to be sent to K.V. McDowell, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ST. THOMAS MORE COLLEGE. Department of Psychology. A term appointment at the rank of Assistant Professor is available commencing July 1, 1978. Ph.D. required. Preference will be given to candidates with teaching experience and specialization in developmental psychology. Duties will primarily involve teaching undergraduate classes in introductory, child, adolescent or adult psychology. There is opportunity for research and graduate teaching. Current salary range of \$16,498 to \$21,448 is under negotiation. Full range of fringe benefits including moving allowance. Send curriculum vitae, official transcripts, and three letters of recommendation to Michael G. Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic College federated with the University of Saskatchewan.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. Applications are invited for two positions at the assistant professor level in the general area of Applied Psychology, including specialization in educational, forensic, health, and/or industrial psychology. Successful candidates will have a commitment to a research-oriented approach to applied psychology. Responsibilities will include research supervision and teaching within the Applied Psychology program. Interested persons should contact: Gerald L. Stone, Ph.D., Associate Professor and Coordinator, Applied Psychology Program, Department of Psychology, University of Western Ontario, London, Ontario.

UNIVERSITY OF WINDSOR. Department of Psychology. Staff Psychologist. Ph.D. required. This will be for a one year appointment starting September 1, 1978 with salary to be negotiated. Responsibilities will include performing diagnostic and therapeutic activities in the University Mental Health Centre and supervision of Clinical Psychology doctoral students. Reply to Miriam E. Bunt, Ph.D., Head, Department of Psychology, University of Windsor, Windsor, Ontario, Canada. N9B 3P4

UNIVERSITY OF WINDSOR. Department of Psychology. Child-Clinical Psychologist. The Department of Psychology at the University of Windsor will have one full-time position available starting July, 1978. Rank and salary open. Responsibilities include teaching undergraduate and graduate courses in Developmental and Child-Clinical Psychology and directing graduate research. Reply to: Miriam E. Bunt, Ph.D., Head, Department of Psychology, University of Windsor, Windsor, Ontario, Canada. N9B 3P4.

PUBLIC ADMINISTRATION

SYDNEY UNIVERSITY, AUSTRALIA. Public Administration. Lectureship in Government and Public Administration. Some preference given to candidates with an interest in Australian government and politics, but not to the exclusion of other good candidates. Applications by 15 February 1978, or as soon as possible thereafter to Registrar, University of Sydney, NSW 2006, Australia, from whom further information available.

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a junior appointment in Public Administration. Candidates should have a Ph.D. in public administration, organizational behaviour, finance or economics. The appointment, subject to the availability of funds, will be effective July 1, 1978. Applications should be sent to Professor G.B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6.

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for an appointment at the Assistant or Associate Professor level. Candidates should have a Ph.D. in Political Science or Public Administration. The appointment will be effective July 1, 1978 for a one year term, but with high probability of becoming permanent (preliminary). Applications should be sent to Dr. G.B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6.

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a junior appointment in Public Administration. Candidates should have a Ph.D. in public administration, organizational behaviour, finance or economics. The appointment, subject to the availability of funds, will be effective July 1, 1978. Applications should be sent to Professor G.B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario. K1S 5B6.

QUANTITATIVE METHODS

CONCORDIA UNIVERSITY. Quantitative Methods. 1. Assistant Professor. 2. Ph.D. with concentration in Operations Research, M.I.S. and/or Decision Analysis. 3. Teaching in undergraduate and graduate programmes; research and publication interests are expected, along with some administrative duties. 4. Salary competitive. 5. Dr. D. West, Chairman, Department of Quantitative Methods, Faculty of Commerce and Administration, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec. H4B 1R6. (514) 482-0320 Local 665. 6. June 1st, 1978.

RECREATION

UNIVERSITY OF WATERLOO. Department of Recreation. 1. Assistant or Associate Professor in Recreation Administration. 2. Earned doctorate or its near completion in Recreation Administration or related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum \$17,100). Associate Professor (minimum \$22,200). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Acting Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. July 1, 1978, subject to budget approval. 7. March 15, 1978. 8. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

RELIGIOUS STUDIES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Religious Studies. 1. Possible appointment at Assistant Professor level. 2. Ph.D. preferred. 3. Teaching undergraduate courses preference will be given to candidates qualified to teach in the area of Biblical Studies who have additional competence in either Christian Thought or World Religions. 4. Salary commensurate with qualifications and experience. 5. Dr. R.J. Lahey, Head, Department of Religious Studies, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. 6. September 1, 1978. 7. February 28, 1978.

ST. THOMAS MORE COLLEGE. Department of Religious Studies and Biblical Literature. St. Thomas More College, a federated Arts College in the University of Saskatchewan, requires an Assistant Professor. Applicants should possess a Ph.D., S.S.L., or S.T.D., with knowledge of Greek, Hebrew, and biblical criticism. The position involves teaching undergraduate courses in Old and New Testament, involvement in the School of Religious Studies, and in work for the Catholic School Board. Salary is commensurate with qualifications and experience. Send curriculum vitae and names of references to Rev. L.A. Kennedy, CSB, Principal, St. Thomas More College, University of Saskatchewan, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Effective date of appointment: July 1, 1978.

ST. THOMAS MORE COLLEGE. Department of Religious Studies and Biblical Literature. requires an instructor in religious development and methods of religious education commencing July 1, 1978. Rank and salary commensurate with qualifications and experience. Full range of fringe benefits including moving allowance. Send curriculum vitae, official transcripts, and names of three references to Rev. L.A. Kennedy, Principal, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic College federated with the University of Saskatchewan.

RUSSIAN LANGUAGE

UNIVERSITY OF WATERLOO. Russian Language. Applications are being accepted for the position of Assistant Professor in Russian. Qualifications include Ph.D. in literature or linguistics, native or near native fluency in Russian and English. Duties include teaching at undergraduate or graduate level (M.A.). Research is expected. Salary: (minimum) \$17,100. Those interested should send applications to Chairman, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1 or September 1, 1978. (Subject to the availability of funds.) First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

SECOND LANGUAGES

UNIVERSITY OF OTTAWA. Second Languages. Applications are invited for two faculty positions in second language teaching. Candidates should possess a Ph.D. degree in a field directly related to second language teaching and have enough experience to be a resource person in second language didactics. Because of present needs, preference will be given to those who can teach French. The appointments will be at any level depending upon qualifications. The positions are available as of July 1st, 1978. Conditions are according to the collective agreement and availability of funds. Closing date for applications: when the positions are filled. Please send an application with a curriculum vitae to Raymond LeBlanc, Director, Centre for Second Language Learning, University of Ottawa, Ottawa, Ontario. K1N 6N5.

UNIVERSITÉ D'OTTAWA. Langues Secondes. L'Institut de langues vivantes cherche deux professeurs de rang académique en enseignement de la langue seconde. Les candidats doivent être titulaires d'un doctorat dans un domaine directement pertinent à l'enseignement de la langue seconde et avoir suffisamment d'expérience pour agir comme personnes ressources en didactique des langues secondes. A cause des besoins actuels, la préférence ira à ceux qui peuvent enseigner le français. Le rang académique dépendra des qualifications. Ces postes sont disponibles à compter du 1er juillet 1978. Les conditions d'emploi sont déterminées par la convention collective et par les disponibilités budgétaires. Le concours se terminera lorsque l'on aura retenu les services de deux candidats. S'il-vous-plait faire parvenir votre demande et votre curriculum vitae à Raymond LeBlanc, directeur, Institut de langues vivantes, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

SLAVONIC AND ORIENTAL STUDIES

UNIVERSITY OF VICTORIA. Department of Slavonic & Oriental Studies. Chinese. 1. The University of Victoria invites applications for a part-time teaching

position in Chinese language and culture. 2. Courses to be taught include Beginners and Intermediate Chinese and Aspects of Chinese Culture. 3. Rank and salary subject to qualifications and experience. 4. Applications, together with curriculum vitae and names of three referees should be sent to: Dr. Z. B. Zuricic, Chairman, Department of Slavonic and Oriental Studies, University of Victoria, Victoria, B.C., Canada, V8W 2Y2. Applications are due no later than February 28, 1978.

UNIVERSITY OF VICTORIA. Department of Russian. 1. University of Victoria invites applications for the position of full Professor in Russian language and Literature. The appointment is to become effective July 1, 1978. 2. Qualifications Ph.D., Publications, teaching experience and fluency in Russian required. 3. Courses to be taught include: 19th Century Russian Literature, Russian Culture and advanced Russian Language. 4. Salary commensurate with qualifications and experience. 5. Applications, together with curriculum vitae and names of four references should be sent to: Dr. Z. B. Zuricic, Chairman, Department Slavic and Oriental Studies, University of Victoria, Victoria, B.C., Canada. V8W 2Y2. Applications will be received until the position is filled. The University reserves the right not to fill this vacancy.

UNIVERSITY OF VICTORIA. Department of Slavonic & Oriental Studies. 1. The University of Victoria invites applications for a one-year term replacement appointment in Russian Language and Literature. The appointment is for the period July 1, 1978 - June 30, 1979. 2. Qualifications: Ph.D., or near completion. Publications, teaching experience and native fluency in Russian essential for appointment at the rank of Assistant Professor or above. 3. Courses to be taught include: Tolstoy and Dostoevsky, Soviet Literature, 19th Century Russian Literature. 4. Rank and salary subject to qualifications and experience. 5. Applications, together with curriculum vitae and names of three referees should be sent to: Dr. Z. B. Zuricic, Chairman, Department of Slavonic & Oriental Studies, University of Victoria, Victoria, B.C., Canada, V8W 2Y2. Applications are due no later than February 28, 1978. The University also reserves the right not to fill this vacancy.

SOCIAL GERONTOLOGY

UNIVERSITY OF GUELPH. Social Gerontology. Applications are being accepted for a social gerontologist, preferably with an established record of research experience in gerontology. Candidates should have a Ph.D. degree. Some experience in a government agency or research institute will be an advantage. The successful candidate will be engaged in undergraduate and graduate teaching and will be expected to make use of the department's multidisciplinary environment in developing a research program. Rank, salary and starting date open. Position open until filled subject to final budgetary approval. Address inquiries, or applications with curriculum vitae and names of three referees to: Dr. R. M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario. N1G 2W1.

SOCIAL SCIENCES

McMASTER UNIVERSITY. School of Social Work invites applications for the following position: **Senior Level Appointment.** Qualifications: Advanced university degree in social work or the social sciences. Relevant experience in teaching, research and practice. Responsibilities: Major responsibility teaching social policy and developing research in graduate programme in social welfare policy. Salary: Commensurate with qualifications and experience. Appointment Effective: July 1, 1978. Applicants should send detailed curriculum vitae to: Professor Jean M. Jones, Director, School of Social Work, McMaster University, Hamilton, Ontario L8S 4M2.

ST. THOMAS UNIVERSITY Applied Social Science Programme. Applications are invited for the position of Assistant Professor or Visiting Assistant Professor in a newly developed programme. Preference will be given to candidates who have completed a Ph.D. or D.S.S. programme or candidates for such a degree. Responsibilities will include teaching undergraduate social work courses, programme development and some field supervision. Enquiries should include a Curriculum Vitae and the names of three

referees and should be sent to: Dr. W. Poole, Vice-President (Academic), St. Thomas University, Fredericton, N.B., E3B 5G3

UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Division of Social Sciences. Tenure-stream position, social-cultural anthropology, assistant professor rank Ph.D. required. Candidates should have interests in ecological approaches, and/or in the analysis of economic systems. Emphasis upon contemporary co-operative societies considered. Primarily undergraduate instruction, with possible involvement in the graduate programme. Teaching includes instruction in introductory anthropology, introductory social organization, and a course in field methodology. Send vitae and names of referees to: Professor M. R. Kleindienst, Division of Social Sciences, Scarborough College, West Hill, Ontario, Canada, M1C 1A4, before March 31, 1978.

UNIVERSITY OF VICTORIA. School of Social Work. Requires Faculty Member (Rank open) to teach the following courses: Social Work 200 - An Introduction to Social Work and Social Welfare. A proposed interdisciplinary course on Working with families. Requirements: Practice experience in rural areas, teaching experience in family practice, interest in teaching undergraduates. Doctorate preferred. Please forward Curriculum Vitae and names of three referees to: Dr. Brian Wharf, Director, School of Social Work, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications: February 28, 1978.

SOCIOLOGY

UNIVERSITY OF CALGARY. Department of Sociology, has a vacancy at the senior level, which it hopes to fill with an established scholar highly experienced in a substantive area of sociology and in quantitative methods. Salary is commensurate with experience. Send a curriculum vitae and names of at least three referees to: Robert A. Stebbins, Head, Department of Sociology, University of Calgary, Calgary, Alberta, Canada. T2N 1N4.

UNIVERSITY OF GUELPH. Department of Sociology and Anthropology. Applications are invited for the academic year 1977-78 for both regular and contractually limited appointments to be made at the rank of lecturer or assistant professor. Preference will be given to people with competence in the following areas: 1. Family. 2. Rural Sociology. 3. Canadian Native Peoples. 4. Deviance. This department offers both the B.A. and M.A. degrees. Criteria for appointment include evidence of teaching ability, demonstrated research capacity, interest in contribution to the development of the department and appropriate academic qualifications. Offer of appointment is subject to final budgetary approval. Applications should be sent to: The Chairman, Department of Sociology and Anthropology, College of Social Science, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITÉ LAURENTIENNE. Département de sociologie et d'anthropologie. Un programme multidisciplinaire de deuxième cycle sur l'Enfant et son développement est proposé pour 1978-79. Nous invitons les sociologues à poser leur candidature à un poste régulier au rang de professeur agrégé ou titulaire pour l'année universitaire 1978-1979. Le candidat choisi sera un sociologue de réputation établie, actif dans l'enseignement et la recherche, et qui aura publié des ouvrages dans les domaines de la socialisation, de la sociologie de l'éducation ou d'autres aspects de la sociologie reliés aux études sur l'enfance. La préférence sera accordée aux candidats bilingues. Faire parvenir sa candidature, accompagnée d'un curriculum vitae, à: Derek Wilkinson, Directeur, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury, (Ontario), P3E 2C6. Le poste est annoncé sous réserve des disponibilités budgétaires.

UNIVERSITÉ LAURENTIENNE. Département de sociologie et d'anthropologie. Nous sollicitons des candidatures pour un poste régulier à plein temps et un poste pour une session universitaire au rang de Professeur adjoint ou de Chargé de cours. Tous les domaines de spécialisation seront pris en considération. La préférence sera accordée aux candidats bilingues. Faire parvenir sa candidature à: Derek Wilkinson, Directeur, Département de sociologie et d'anthropologie, Université

Laurentienne, Sudbury, (Ontario), P3E 2C6. Prière d'annexer un curriculum vitae. Les postes sont annoncés sous réserve des disponibilités budgétaires.

McMASTER UNIVERSITY. Department of Sociology. 1. Applications are invited for two positions. 2. Ph.D. or equivalent. Teaching and research experience commensurate with level of appointment. 3. Specializations open. 5. Dr. P. E. Sheriff, Department of Sociology, McMaster University, Hamilton, Ontario. 6. July 1, 1978.

THE UNIVERSITY OF MANITOBA. Department of Sociology. 1. Applications are invited for a position at the Assistant Professor rank. 2. Completed Ph.D. preferred. 3. Canadians are especially invited to apply. 4. Areas open. 5. Send Vitae including the names of at least three referees to Prof. G. N. Ramu, Chairman, Recruitment Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba, Canada. R3T 2N2.

QUEEN'S UNIVERSITY. Department of Sociology. Applications are invited for: One Visiting Professorship (full or associate level) for the academic year 1978-79. Further applications are invited for the following additional posts which might be available for variable terms: One Associate Professorship and Two Assistant Professorships. For all four positions, an ability to teach theory and methodology at graduate and undergraduate levels is desirable. Otherwise fields are open. In addition to the above, applications are also welcome for posts in the Spring term (May - June/78) and Summer Term (July Aug./78). Fields are open. Send curriculum vitae and names of referees to Dr. F. W. Sixel, Chairman of Recruitment Committee, Department of Sociology, Queen's University, Kingston, Ontario, Canada. K7L 3N6.

ST. FRANCIS XAVIER UNIVERSITY. Department of Sociology and Anthropology. 1. One position; rank open. 2. Academic specialization and professional experience in Criminology. Ph.D. preferred. 3. Teaching at undergraduate level. 4. Salary dependent on qualifications and experience. 5. Application and vitae to: A. A. MacDonald, Chairman, Department of Sociology and Anthropology, St. Francis Xavier University, Antigonish, N.S. B2G 1C0 Phone: (902) 867-2129. 6. Position will be filled in September, 1978.

ST. THOMAS MORE COLLEGE, UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Two positions, term appointments at the rank of assistant professor are available commencing July 1, 1978. Ph.D. required. Preference will be given to Canadian candidates with teaching experience and specialization in sociology of religion and family, small groups or sex roles. Duties will involve teaching undergraduate classes in introductory sociology and one or more of the above areas, with opportunity for research. Current salary range of \$16,498 to \$21,448 is under negotiation. Full range of fringe benefits including moving allowance. Send curriculum vitae, official transcripts, and three letters of recommendation to Michael G. Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic College federated with the University of Saskatchewan.

UNIVERSITY OF TORONTO. Department of Sociology. The Department of Sociology at the University of Toronto will have two tenure stream appointments available effective July 1, 1978. One of these appointments will be in the area of Canadian Society; and one will be at the rank of Assistant Professor. One appointment will be in the area of Family/Interpersonal. Applications must include the names of 3 referees and should be forwarded before February 28, 1978 to: Professor L. R. Marsden, Chair, Department of Sociology, University of Toronto, 563 Spadina Avenue, Toronto M5S 1A1. Preference will be given to candidates with Canadian training and/or experience. A Ph.D. is required.

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are being accepted for the position of Chairman. Applicants must be of senior academic status. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

Duties include teaching, research, and departmental administration. Salary offered will be commensurate with qualifications. Applications should be directed to Dean J. S. Minas, Faculty of Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 1st July 1978 to 1st September 1978. Applications will be accepted until position is filled. (Subject to the availability of funds).

UNIVERSITY OF WATERLOO. Department of Sociology. The Department of Sociology anticipates having a position available beginning January 1978 or September 1978, subject to budget approval. All ranks considered though preference will be given to junior ranks. Demonstrated excellence in research and teaching along with expertise in quantitative methods sufficient for teaching and supervision of graduate students. Candidates should have completed all Ph.D. requirements by December 1977. Applicants are invited to send their curriculum vitae and names of three people who can be contacted for letters of reference, to Chairman, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY. The Department of Theological Studies. 1. Rank open. 2. Completed Doctorate. 3. Undergraduate and graduate work in the History of Christianity. 5. Chairman, Department of Theological Studies, Concordia University, Loyola Campus, 7141 Sherbrooke Street West, Montreal, Quebec. H4B 1R6. 6. Appointment contingent upon final budgetary decisions of the University.

TRANSLATION

UNIVERSITY OF OTTAWA. School of Translators and Interpreters. Assistant, Associate or Full Professor, starting Summer or Autumn 1978. Courses of 'thème' (translation from French to English) in a professionally oriented B.A. Hons. programme for Francophones, together with seminars and thesis supervision in a research-oriented M.A. programme for Anglophones and Francophones. Competitive salary in accordance with the University's collective agreement. Requirements are a doctorate or equivalent publications in Translation or a closely related subject, plus professional and teaching experience. Ability to teach Terminology or Interpretation an advantage. Closing date February 15, 1978. Apply to Prof. B. Harris, School of Translators and Interpreters, University of Ottawa, Ottawa, Ontario K1N 6N5.

URBAN AND REGIONAL PLANNING

BROCK UNIVERSITY. Institute of Urban and Environmental Studies. Applications are invited for the position of Associate Professor and Director of the Institute. Duties involve teaching environmental courses at the undergraduate level, supervising Honours Degree essays and seminars, developing a research program and administering a small interdisciplinary faculty group. Qualifications include a Ph.D. degree (or equivalent related experience) in the broad area of environmental studies obtained in one of the following disciplines: biology, chemistry, physical geography, or geology; a minimum of five years experience teaching at a University, or in a related research institute and demonstrated administrative ability. The salary will be commensurate with experience. Current floor of the associate professor level is \$21,225 per annum. Applications with curriculum vitae and the names of three referees should be sent to: The Chairman of the Search Committee, Institute of Urban and Environmental Studies, Brock University, St. Catharines, Ontario, L2S 3A1, by March 1st, 1978.

UNIVERSITY OF TORONTO. Department of Urban and Regional Planning. The Graduate Department of Urban and Regional Planning, University of Toronto invites applications for a tenure rank appointment at the Assistant Professor level. Applicants should have a Ph.D. (completed or near completion) and must have professional experience in planning. It is envisaged that the person appointed will undertake teaching and develop research in the fields of urban planning policy and practice or in ecology and physical

resource planning. Consideration will be given, however, to exceptionally strong applicants whose expertise lies in other fields of urban and regional planning. Applicants are invited to submit a detailed statement of their experience and interests, together with the names of three referees, to Professor J.B. Cullingworth, Chairman, Department of Urban and Regional Planning, 230 College Street, Toronto M5A 1A1 as soon as possible. Informal inquiries will be welcomed.

VETERINARY, MICROBIOLOGY AND IMMUNOLOGY

UNIVERSITY OF GUELPH. Department of Veterinary Microbiology and Immunology. Applications are invited for the position of Visiting Assistant, Associate of Full Professor in Virology for a one year term beginning 1 July 1978. A DVM and Ph.D. are required, together with postdoctoral experience in teaching and research commensurate with the level of appointment desired. Applications with curriculum vitae should be sent as soon as possible to Dr. D.A. Barnum, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for receipt of applications is when the position is filled. Offer of Employment subject to final budgetary approval.

WOMEN'S STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA. Program of Women's Studies. Applications are invited for a summer school position teaching Women in Literature. The course will meet daily for two hours from July 4 to August 11, 1978. Stipends for instructors or assistant professors is \$2,025 and for associate or full professors is \$2,425. Ph.D. in literature strongly preferred. Send curriculum vitae including names of three references to Tannis MacBeth Williams, Women's Studies Program Co-ordinating Committee, c/o Department of Psychology, UBC, Vancouver, B.C. V6T 1W5. Position to be filled by March 15 or sooner. Note: The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Zoology. Applications are invited for the position of Assistant Professor in the Department of Zoology, University of British Columbia. Qualifications include a Ph.D. in Biology or a related field, with a demonstrated ability to teach introductory Biometrics. The successful applicant will be expected to develop a strong experimental research programme in Developmental Biology, Physiology or Evolutionary Systematics. Upper level undergraduate teaching, and graduate student teaching and supervision is required. Salary will be commensurate with experience and duties. Curriculum vitae and the names of 3 referees should be submitted to Dr. G.G.E. Scudder, Head, Department of Zoology, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C. V6T 1W5, Canada. The expected date of appointment is July 1, 1978, subject to budgetary approval. Closing date for application is February 28, 1978 or when position filled.

PERSONAL

PERSONAL. Sabbatical Leave? Furnished three bedroom house for rent adjacent to down land on outskirts of Brighton, England. Five minutes from Sussex University and from hourly train service to London (55 minutes). Available autumn 1978 to summer 1980. For details contact owner - Dr. Robin Swales, Department of History, University of Regina, Regina, Saskatchewan. S4S 0A2.

PERSONAL. The Faculty Exchange Center, a non-profit, faculty-administered organization, helps to arrange exchanges of college and university faculty within North American and overseas where the language of instruction is English. For information write to Faculty Exchange Center, Franklin and Marshall College, Post Office Box 1091, Lancaster, Pennsylvania 17604, U.S.A.

PERSONAL. Political Science. International Organizations and International Law. Also Western and Eastern European Comparative Governments and Public Administration. Full Professor, author of several pioneer books (English and French), numerous articles and reviews. Unusually broad international background and experience, frequent lectures to North

SECTION E... from p.23

this category which can only be altered by negotiation.

The bargaining agent would normally attempt in any contract to restrict the voting rights of such part-time academic staff within the association or within particular departments or Faculties. No bargaining agent should attempt to represent part-time academic staff in this category without making these two issues clear to the entire potential bargaining unit. If, in full knowledge of these stipulations, such part-time academic staff wish to certify as a separate bargaining unit with the academic staff association as the agent, the association should act on their behalf.

(c) Where the academic staff association accepts members in this part-time category or becomes the bargaining agent for such part-time academic staff, the association or the bargaining agent must attempt in good faith to negotiate, as a minimum, a reasonable rate of pay on a per course basis, to secure pro-rated fringe benefits where this is legally possible³ (but allowing those with their major employment or source of income elsewhere to opt out), to ensure academic freedom and freedom from discrimination and, to ensure the right to be present or to be represented at departmental meetings. In addition, associations and agents should try to secure eligibility for tenure for part-time academic staff. Tenure in a part-time appointment should be possible after seven years of continuous service as a part-time academic staff member or after a longer period of discontinuous service provided the last three years are continuous. Tenure should be granted through the same mechanisms and on the same criteria as for full-time academic staff. Where the part-time staff are not part of a certified unit, the academic staff association should actively work toward the adoption of these contractual arrangements by the university.

4. Transfer of tenured full-time academic staff to part-time status.

Some tenured academic staff members may prefer to hold part-time rather than full-time status. To accommodate such members, academic staff associations, whether they are bargaining agents or not, should consider negotiating a mechanism

by which such a voluntary change of status can be arranged. Academic staff associations must, however, ensure that such members keep their tenured status including all their rights and privileges as academic staff members and members of the association as well as prorated salary and fringe benefits. Associations should note that it is difficult to arrange life, medical and dental coverage for those with less than half-time status. In no circumstance should an academic staff association agree to the creation of a transfer-of-status policy without the guarantees specified in this document. The terms of a change in

BUDGETARY REASONS... from p. 22

academic staff member. In addition, individuals who are laid-off should retain pension and insurance (life, medical, dental, disability) coverage at the University's expense until they have secured alternative full-time employment. Academic staff members on layoff who are subsequently recalled should repay any portion of this allowance which exceeds the salary they would have received had they continued to occupy their normal academic staff position. Academic staff members who have received this allowance once and who are laid-off a second time should receive the stipulated allowance minus any net amount received as a consequence of the first layoff.

* These guidelines are not concerned with the procedures which should be used when a university programme or administrative unit is to be terminated or phased-out for academic reasons. Guidelines on this matter are yet to be prepared.

ADS... Cont'd from p. 38

America, Europe, Australia, Japan; fluent French and German. Married, 47. Over 10 years at Canadian University. Would be glad to hear from other Canadian Universities. Dr. Szawłowska, 4094 West 15th Avenue, Vancouver, British Columbia, V6R 3A3. Phone: 224-0782.

LATE ADS

CARLETON UNIVERSITY. Department of Art History. The Department of Art History has a vacancy for a one-year term appointment at the Assistant Professorship level, effective from July 1, 1978. Specialist

status would be clearly specified in writing. Subsequent return of an academic staff member to full-time tenured status cannot be guaranteed and should be the subject of negotiation between the academic staff member and the university and subject also to the terms of the academic staff handbook or collective agreement which is in force.

1. Throughout this document it should be understood that reference to course responsibility is intended to imply responsibility also for related academic duties.

2. Full-time academic staff members are defined as those whose principal source of income comes from the un-

iversity and who carry teaching, research and committee or administrative responsibilities which are generally regarded within the particular university as consistent with a full-time commitment to an academic career

3. Part-time academic staff can normally participate in the pension plan (with pro-rated contributions and benefits) without problem. However, life, medical and dental insurers are not likely to cover them at all because such persons do not work a sufficient number of weekly hours (25) to be included in the plan. This is not a legal impediment simply one of insurance company practice. However, the university can by agreement pay direct to such employees the equivalent of what its pro-rated contributions to fringe benefits would be. The part-time academic staff member could then buy his/her own coverage.

in 17th Century European art with Ph.D. preferred. Apply with names of three referees to Clifford M. Brown, Chairman, Department of Art History, Carleton University, Ottawa, Ontario K1S 5B6.

UNIVERSITY OF TORONTO. Department of Botany. Applications are invited for a tenure-stream position as Assistant Professor in the Department of Botany. The position will be filled either by a plant virologist or by a higher plant taxonomist; candidates from both disciplines are invited to apply. A doctoral degree will be required, with commensurate research and teaching experience. The starting date for the post will be July 1st, 1978. The salary range for Assistant Professor is currently \$15,900. - \$27,100, with starting salary determined by experience. Further particulars can be obtained from Professor T.C. Hutchinson, Chairman, Department of Botany, University of Toronto, Toronto, M5S 1A1, Canada, to whom applications and the names and addresses of three referees should be sent before March 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. 1. Rank open. 2. Doctoral degree or equivalent, with experience and training in general education psychology and special education, diagnosis and remediation of learning disabilities. 3. To teach courses and develop programmes at the undergraduate and graduate levels. To coordinate university offerings with local school district programmes. 4. Salary dependent upon qualifications and experience. 5. Send full curriculum vitae and names of three referees to: Dr. D. J. Chabassol, Chairman, Division of Psychological Foundations in Education, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. 6. July 1, 1978. 7. March 15, 1978.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences. Summer Session Instructor required to teach introductory physical and historical geology for six-week session from 4 July 1978 through 11 August 1978. Class is usually less than 20 students and given in lecture / laboratory format. The candidate should have the Ph.D. degree and additional relevant teaching background, preferably with previous experience teaching first year geology. Stipend is \$2025 or \$2425 depending on rank. Letters of application along with curriculum vitae and three letters of reference should be sent to Dr. H.J. Greenwood, Head, Department of Geological Sciences, University of British Columbia, Vancouver, B.C. V6T 1W5 before 28 February 1978.

UNIVERSITY OF WINDSOR. Department of History. Summer Programme, 1978. Subject to budget approval, one position open in intersession (8th May to 23rd June, 1978) in Canadian History. Two positions open in summer school (3rd July to August 18th, 1978) in either Commonwealth, Medieval or Modern Europe. Applications should be sent immediately to: Dr. K. G. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Mathematics, Statistics and Computer Science. Faculty position at the rank of Associate Professor in Statistics. Ph.D. in Statistics required. Several years university teaching experience required. Strong research interests in nonparametric inference required. Experience in statistical consulting required. Appointment effective September 1, 1978. Send vitae and names of

Cont'd on page 4

PATENTS... from p.24

month of the receipt of the grievance, shall make a recommendation for the resolution of the grievance. The time limits may be extended by mutual agreement. If the Committee fails to make a recommendation within the time limits, the Vice-President (Academic) may act as in (d) below.

(d) The Vice-President (Academic) within one week of the receipt of the recommendations of the continuing

Committee on Patents and Copyright or within one week of the end of the time limits for action by the Committee shall render his / her decision on the matter and communicate it in writing to the parties concerned, and:

(e) if the decision of the Vice-President (Academic) rendered pursuant to Section 13 (e) above does not resolve the grievance, the matter may be submitted to binding arbitration by one arbitrator in accordance with the grievance and arbitration procedures of this Collective Agreement.

INCOME TAX... from p.40

his own registered retirement savings plan, being 20% of \$15,000 (Section 146(5)) and a rollover of \$10,000. (Section 60(j)).

(ii) He may contribute up to \$3,000 to his wife's registered retirement savings plan, being 20% of \$15,000 (Section 146(5.1)) and roll over the \$10,000 into his own registered plan. (Section 60(j)).

(iii) He may contribute up to \$5,000 to his wife's registered plan, being 20% of his earned income of \$25,000 comprised of \$15,000 salary and \$10,000 in pensions. (Sections 146(1)(c) and 146(5.1)).

Conclusion

Tax planning has important implications for those who are approaching age 65. Failure to institute such plans in time may substantially reduce the anticipated

benefits which are available at retirement.

All taxpayers, married or single, should plan the form of their retirement income so as to attain full advantage of the interest and dividend income deduction and should also consider the tax benefit of the dividend tax credit.

Again, a reminder that the income tax law and regulations are very complex and that no attempt has been made to explore all possible ramifications of the issues discussed above. Nor has there been any consideration of the non-tax implications of the suggested procedures. For instance, it would appear that an annuity on the life of a wife remains her property in the event of a marriage break-up even though paid for by her husband.

Charles Hebdon is Professional officer for CAUT and OCUFA specializing in income tax matters.

YORK UNIVERSITY TORONTO

Department of Psychology

The Department of Psychology, Faculty of Arts, hopes to make an appointment, budget permitting, in Developmental Psychology, beginning July 1, 1978. First consideration will be given to Canadian citizens and landed immigrants.

Enquiries, nominations, and applications should be sent to:

Professor N.S. Endler
Chairman
Department of Psychology
York University
4700 Keele Street
Toronto, Ontario
M3J 1P3

ECONOMIC BENEFITS

Income tax and the senior citizen

This is another in a series of regular articles and information notes on such items as salaries, employment benefits and taxation. This particular article deals with income tax benefits for senior citizens.

by Charles Hebdon

A pamphlet bearing the above title is available at any District Tax Office. There are, however, a number of income tax considerations which are not dealt with in this pamphlet and which are of particular interest to persons who are approaching or who have reached age 65. It is the purpose of this article to draw attention to some of these issues which will be described only in general outline. Details, modifications and exceptions to the general rule must be sought in the Income Tax Act and the explanatory material published by Revenue Canada, Taxation, such as the Income Tax Return and Tax Guide, as well as official Interpretation Bulletins and Information Circulars.

For the sake of brevity, in the examples which follow there is a general assumption that the chief taxpaying spouse is the husband rather than the wife. However, the conclusions which are drawn will usually be equally valid where the roles are reversed.

The following are some of the matters which are of particular interest to senior citizens.

Old Age Security Pensions

Old age pensions are available upon application to most residents of Canada at age 65 as a matter of right and with no contributory requirements. There are no continuing benefits for surviving dependants of deceased pensioners. These pensions are fully taxable to the recipients and are not eligible for the Pension Income Deduction. (See Pension Income Deduction below.)

Comment:

If, for instance, a married woman has little or no income other than her Old Age pension she will not be subject to income tax thereon by reason of her personal exemption. However, it is altogether likely that her husband will, in effect, pay income tax on all or part of her old age pension as a result of his loss of his right to claim full married exemption. The husband's marital exemption may be preserved until she reaches age 71 if the wife contributes her Old Age pension to a retirement saving plan. (See Registered Retirement Savings Plans, paragraph (e) below.)

Canada Pension Plan

Canada Pension Plan benefits are available at age 65 but only to contributors to the Plan, and are fully taxable. Members who remain at work or business after age 65 may continue their contributions to age 70 and thereby increase their benefits. Certain survivor benefits are available to dependants of members of the Plan.

Comment:

A situation similar to that relating to Old Age Security pensions may apply.

Age Exemption

(The Income Tax Act, 109 (1)(h) and 109 (1)(i)).

An age exemption of \$1,420 will be available in 1977 to most Canadian residents who have reached age 65. If a taxpayer and spouse are both 65 or over, then each may claim the Age Exemption. If a wife does not require any or all of the exemption to reduce her taxable income to zero, then the husband may claim the portion of the exemption unused by his wife.

Comment:

If a taxpayer has little or no income at

age 65 other than Old Age Security he or she will not be taxable by virtue of personal exemptions which are universally available to all taxpayers. Such persons may receive additional tax-free income as a result of the Age Exemption. Consequently, it may be advantageous for a taxpayer to shift income from himself to his wife. Such income might be taxed at relatively high marginal rates in his hands whereas it would be tax-exempt or be taxed at lower rates in the hands of his wife. Normally, the Income Tax Act prohibits such shifting of income between spouses but the recent provisions respecting registered retirement savings plans permit moderate transfers of income between spouses for tax purposes. (See Registered Retirement Savings Plans, paragraph (b) below.)

Interest and Dividend

Income Deduction

(The Act, 110.1)

All taxpayers regardless of age are entitled to receive most types of interest and dividends up to \$1,000 per year tax-free. In some situations a taxpayer may claim the unused portion of his spouse's deduction as well as his own. Suppose a husband and wife each has \$1,000 of eligible interest and dividends and that the wife does not require the interest and dividend deduction to reduce her taxable income to zero. The husband may deduct his wife's claim as well as his own. If the wife requires part of her interest and dividend deduction to reduce her taxable income to zero, then only the unused portion of the deduction may be claimed by the husband. (See Income Tax Return - 1976, Schedule 9.)

Comment:

A married couple who arrange to receive up to \$1,000 each in interest and dividends will, between them, escape tax on \$2,000 of such income. If the receipts are less than \$1,000 in either case then the allowable deduction will be limited to the amount received.

Dividend Tax Credit

(The Act, 82 and 121)

The interest and dividend allowance referred to above is deductible from income for tax purposes. In addition, a taxpayer may also claim, in respect of the dividend portion, a dividend tax credit as a deduction from tax. There is no limit imposed upon the amount of dividends eligible for the dividend tax credit. As a result of the tax credit, a dividend of \$75 will produce approximately the same amount of after-tax income as will \$100 of interest or any other kind of taxable income. This ratio holds regardless of the taxpayer's tax bracket or marginal rate. Differences in provincial taxes will result in some distortion of the ratio.

Comment:

Taxpayers who invest funds primarily for income should keep this ratio in mind. For example, a 7.5% dividend yield will produce the same after-tax return as 10% interest; or a 9% dividend is equivalent to 12% interest after tax. The tax credit applies to both common and preferred dividends. It may be easier for an investor to find a satisfactory 9% dividend return than an acceptable 12% rate of interest. The recent budget resolutions contain provision for an even greater benefit from the dividend tax credit commencing in 1978.

Pension Income Deduction

(The Act, 110.2)

Any taxpayer may deduct payments

received out of a superannuation or pension plan up to \$1,000 per year. Upon reaching age 65 the deduction may also include annuities from registered retirement savings plans. Old Age Security and Canada or Quebec Pension Plan payments are not eligible, nor are pension payments which have been transferred or 'rolled over' into a Registered Retirement Savings Plan. (See Registered Retirement Savings Plans, paragraph (f) below.) If a taxpayer's spouse is 65 years of age and receives eligible pension income, but has no taxable income, the taxpayer may claim the portion of the exemption which was unused by his wife. (See Income Tax Return - 1976 - Schedule 9.)

Comment:

Suppose a wife has no eligible pension income upon reaching age 65. (Old Age Security and Canada or Quebec Pension Plan pensions are ineligible.) Neither she nor her husband may claim any pension income deduction on her behalf. If on the other hand, she receives eligible pension income it will be tax-free either to her or to her husband up to \$1,000 per year. Consequently, from a tax point of view it is desirable to arrange that each spouse will have at least \$1,000 per year of eligible pension income. If either spouse has no such income it may be provided through the medium of a registered retirement savings plan. (For further details see Registered Retirement Savings Plans, paragraph (d) below.)

Registered Retirement Savings Plans

(The Act, 146(5), 146(5.1) and 60(j)).

Contributions to a Registered Retirement Savings Plan are deductible from the income of a taxpayer up until age 71. The earnings of the fund are also tax-free during the period of accumulation. The annual limit for a contributor who is also a member of a registered pension plan is 20% of his earned income, or \$3,500 minus his contributions to his registered pension plan, whichever is the lesser. If he is not in a registered pension plan, the limit is the lesser of 20% of earned income or \$5,500. Earned income for this purpose includes pension receipts as well as salary and business income.

In addition to the contributions described above a taxpayer has the privilege under paragraph 60(j) of the Act to transfer or 'roll over' the full amount of all taxable pension receipts, including Old Age Security and Canada or Quebec Pension Plans, into his registered retirement savings plan without limit as long as the pension receipts are not already included in the earned income calculation referred to above.

Also, a taxpayer now has a right to direct, within limits, some or all of his contributions to a retirement savings plan registered in the name of his spouse. (The Act, 146(5.1)).

Comments:

There are a number of tax advantages associated with registered retirement savings plans, some of which may be described as follows:

(a) Any taxpayer may defer income tax until age 71 on both the capital and income elements of savings within the specified limits.

(b) A taxpayer may shift some of his future taxable income from himself to his spouse by contributing to his spouse's registered retirement savings plan. A married taxpayer may initiate such a plan at any time.

(c) A married exemption may be

preserved temporarily by the use of a registered retirement savings plan. For instance, the receipt of Old Age Security by the wife of a taxpayer may reduce his claim for married status. Contributions by the wife to her registered retirement savings plan reduces her net income and may be used to restore her husband's married status until she reaches age 71. If the wife does not wish to contribute her Old Age pension to a registered retirement savings plan her husband may loan her the money to do so.

(d) A taxpayer who has no pension income may not claim the pension income deduction. This lack may be remedied by means of a registered retirement savings plan. Contributions by a taxpayer and his spouse to her registered plan may eventually be converted into an annuity in her name which will be tax-free either to her or to her husband up to \$1,000 a year and this will be in addition to any pension income deduction to which her husband may be entitled in his own right.

(e) Life annuities are payable for as long as the annuitant may live. In addition, many annuities carry a term certain guarantee for five, ten or fifteen years which means that the payments will continue for the guaranteed period regardless of whether or not the annuitant lives that long. Normally, the purpose of a term certain guarantee is to protect a dependant, usually a wife, in the event that she survives her husband. However, there is always the possibility that the wife may not only outlive her husband but the guarantee as well and thus she may find herself with no pension. The only certain protection against this eventuality is a joint and last survivor guarantee which assures that the payments will continue for as long as either the husband or the wife shall live. Understandably, the joint and last survivor annuity is quite expensive but the purchaser of an annuity has no alternative if he wishes to provide absolute protection throughout the retirement life span of himself and his wife. Furthermore, all payments received during the lifetime of the husband will be his income for tax purposes even though they are contingent upon both their lives. The registered retirement savings plan may be used to relieve some of the disadvantages of the situation described above. If a husband, or husband and wife contribute to her registered retirement plan, the eventual annuity will be her income, not his. The annuity will be purchased on her life and will continue for as long as she lives without the excessive cost of a joint and last survivor guarantee. At the same time, if the husband also has a registered retirement savings plan he may purchase a similar amount of annuity on his life. Her annuity will continue for as long as she lives and his will continue for as long as he lives. The flexibility and income tax advantages of the separate annuities plan may be significant.

(f) A taxpayer who continues to work full or part time after age 65 may find that he will be pushed into a relatively high tax bracket by the receipt of Old Age Security, Canada or Quebec Pension and other pensions on top of his employment or business income. He may defer the tax on the pensions until age 71 by a rollover into a registered retirement savings plan.

Suppose an individual receives \$15,000 in salary and \$10,000 in various pensions during a year. The following options are available to him:

(i) He may contribute up to \$3,000 to

Cont'd on p. 39